

# IOHA

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# NEWSLETTER

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## Letter from the Editor

Dear Colleagues

It is rewarding to receive an increasing number of contributions; this issue has so many interesting topics. Many member associations sent news and this is important to promote our sharing of knowledge and experiences throughout the world. Let's learn from one another.

The contribution concerning prevention of work-related stress is very timely; occupational psychosocial risk factors, although so important, are not yet recognized in many countries, perhaps because the boundaries between occupational and non-occupational causes are even dimmer than for other factors, such as chemicals, dusts and noise.

Health is one and all its determinants should be of concern for those engaged in protecting it. The effects of exposure to all types of occupational risk factors, from chemicals, dusts and physical agents, to biohazards and vegetable dusts, to ergonomic and psychosocial factors, are interlinked and effective approaches to ensure healthy and safe workplaces should include a broad overview of all of them and their relation to work process, workplaces, workers and surroundings. Although occupational hygienists are not ergonomists or work psychologists, they should be able to identify the occurrence of all categories of occupational risk factors and recognize situations when advice from specialists should be sought. Alice Hamilton already foresaw the importance of a comprehensive approach to protect workers' health, as she wrote (Hamilton, 1943): *"Even if we reach a point at which all poisons and harmful dusts have been brought under control, we shall still have to deal with that much more baffling and widespread industrial evil, fatigue of 'mind, body and soul'."*

Remembering Hamilton's wise words so long ago (concerning what is considered now as an "emerging risk"), makes me think of how far behind we are in applying what is already known. This "search for the new", this constant need for more evidence before acting, and similar attitudes have very often hindered real prevention. It is appalling how many times nothing is done because "more evidence is required". Why search for more evidence concerning the need to control hazards known for centuries, such as lead, silica, noise or heat? Have we applied all that is known in terms of hazards and their prevention? Is anything over 5 years old really as dated as it is so often said (hence discarded)? How about the following examples?

Charles Turner Thackrah, in 1831, published a book that contained guidelines for the prevention of certain diseases, through for example, the elimination of lead as a glaze in the pottery industry; the use of ventilation and respiratory protection to protect grinders, and change in the work practices of tailors and in the design of their work stations to eliminate their cramped postures. How advanced are we in substitution in 2008? How often are work practices thoroughly analyzed and studied as a possibility for source control before jumping to an "end of pipe" measure?

Florence Nightingale wrote in 1859: *"How much sickness, death and misery are produced by the present state of many factories, warehouses, workshops, and workrooms! ... And the time will come when it will be found cheaper to supply shops, warehouses and workrooms with pure air than with foul air. Work people should remember that their health is their only capital, and they should come to an understanding among themselves to secure pure air in their places of work, which is one of the prime agents of health."* Is "securing pure air" always done before "jumping" to the simplistic approach of giving respiratory protection? Are all decision makers, including workers, thoroughly persuaded of the paramount importance of prevention?

Let's give a greater priority to actually applying what is known into realistic and efficient interventions at the workplace level. I really believe that it is essential and timely to think in terms of "less fact finding, more problem solving". In this respect, I was particularly happy to see the emphasis on "jumping to prevention" in the new approach in the Netherlands (do not miss their two articles in this issue). Readers' views, agreement or disagreement, on these views will be most welcome. Let's have a section on "Comments from Readers".

I must say that, obviously, there are new risk factors that have to be studied, for example, nano particles. In fact, I do hope that those involved with this issue will always keep in mind the "precautionary principle" to avoid the health

catastrophe that occurred with another “miracle” technological material - asbestos, which unfortunately turned out to be also a killer. I do hope my worries are unfounded.

Last but not least, I am very sad to communicate that two colleagues unfortunately passed away recently; both highly regarded professionals and wonderful human beings. One was Pierre Droz, from Lausanne, who did so much for occupational hygiene in Switzerland and abroad. The other, Dr Bernardo Bedrikow, an eminent Brazilian occupational physician, always gave great importance to occupational hygiene, having started a pioneer multidisciplinary service in Brazil more than 40 years ago.

As always, I would like to thank colleagues who sent contributions, and ask for comments and suggestions for the improvement of the Newsletter.

Since the end of the year is fast approaching, I take this opportunity to wish to you all a very happy Holiday Season.

Best greetings to all

Berenice Goelzer  
[berenice@goelzer.net](mailto:berenice@goelzer.net)

## News from the IOHA Board

### IOHA Role in Collaborating with the XVIII World Congress on Safety and Health at Work in Seoul, July 2008

Sent by Tai Wa TSIN ([twtsin@netvigator.com](mailto:twtsin@netvigator.com))  
and David ZALK ([zalk1@lnl.gov](mailto:zalk1@lnl.gov))

This summer, ILO had the XVIII World Congress organised in Seoul together with the Korean Occupational Safety and Health Agency (KOSHA) and International Social Security Association (ISSA). There were over 4,000 participants from more than 100 countries attending the functions. The Congress provided a forum for the exchange of new information and practices with the aim of promoting safety and health at work.



Dr. Kang of KOSHA and Tai Wa Tsin chairing the Symposium 4

IOHA had been invited to participate in organising the mini-symposia. We had the opportunity to chair two of the sessions. Tai Wa chaired the first session on ‘Management of risks in work environments – SY04’ that was scheduled on 30 June 2008. The main theme on Control Banding, i.e.

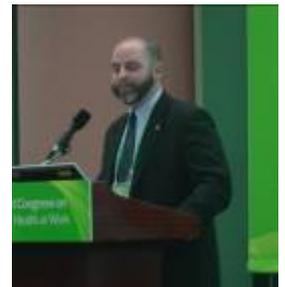
the session SY20 on the 4th International Control Banding Workshop (4ICBW): “Efforts for International Control

Banding Toolkits”, was chaired by David on 1 July. In both occasions, there was good attendance in the lecture rooms.

In the afternoon of 30 June, there were eight speakers and about 100 audiences in the class. The presentations covered various aspects in occupational safety and health. They included topics from risk management, safety culture and the like to the discussions on implementation of Globally Harmonised System (GHS) by the member state (Japan) as well as the databank for searching of toxicity data of chemical substances that was a major concern in many countries. Some of the impressive talks on specific issues were about the design of an air-conditioning unit for vehicle cabin drivers in waste disposal sites and the review of toxicology study in asbestos fibres. The ideas and findings were sparkling. The Congress provided the

platform for sharing of the valuable experience among the speakers and audience. There were quite a number of people giving responses over the discussions but unfortunately the time was very tight and people had to move on the next function.

The 4ICBW on 1 July featured a truly international programme with distinguished, globally recognized speakers. As an example, both the keynote speaker, Marilyn Fingerhut presenting a path forward for Global Risk Management activities, and the ergonomics presentation, Kazutaka Kogi presenting the IEA and ILO efforts behind the Ergonomic Checkpoints, are both current Vice Presidents of ICOH. Additional presentations



Dave Zalk presenting a paper at the 4ICBW in Seoul

included IOHA’s efforts for Control Banding (CB) globally, the Construction Toolbox which uses a Barrier Banding approach for injury prevention, and UNITAR’s global GHS capacity building programme. The excellent national presentations from Korea and India led the roundtable discussion’s underlying principle that an appropriate subtitle to the 4ICBW could have been “beyond COSHH Essentials”. Korea, Brazil, Chile, China, Singapore, and India all have begun the creation of their own control guidance sheets (CGSs). Models have also utilised CB within simplified risk management strategies that include traditional occupational hygiene monitoring, as economic circumstances allow, by stratifying risk as part of an initial workplace risk assessment. Dr. Balakrishnan’s presentation highlighted important opportunities and limitations of CB implementation. The regional workshop model that occurred in Chennai, India presented an excellent example of how the sharing of national CB efforts in this event built strong partnerships and enhanced opportunities for the creation of improved models and risk management strategies. She also presented national limitations in India, which are mirrored in most countries worldwide, which are derivative of both the national

regulations and symptomatic of the lack of professional occupational hygiene expertise. With India's industrial factories regulations and an occupational safety and health bill in the making, the growing demands to control exposures for a workforce growing 10-fold will require simplification. At the heart of this dilemma is that the critical mass of specialists necessary to do this is absent, as is the expert guidance necessary to assist in implementing CB. She has been a part of building a tiered system to accomplish this, but to implement it as quickly as possible, the existing Safety Engineer population of about 10,000 needs to be engaged in this process.

Perhaps you are not all aware that IOHA has played a central leadership role in the organising of the ICBWs and the resulting partnerships and collaborations that have resulted. The past three ICBWs have been held in England (2002), the US (2004), and in South Africa (2005). Therefore, it may come as no surprise that the 4ICBW also succeeded in working toward the culmination or completion of the vast majority of IOHA obligations as an active NGO member in the WHO Collaborating Centres for Occupational Health (WHOCC) 2006 - 2010 Global Work Plan. Further, the 4ICBW also fulfilled IOHA commitments with the International Technical Group on CB (ITG). Finally, toward the growth of IOHA and the development of our profession globally, it was a wonderful moment when Tai-Wa announced at the World Congress, on their home soil, that KSOEH is now the 26th member of IOHA. With KSOEH's significant role assisting in the organisation of the 4ICBW, performed in partnership with the Korea

Occupational Safety and Health Agency (KOSHA), I am certain that you will join me in the hope that this will be their first of many collaborations with the IOHA. If you are interested, the published abstracts, full papers, and presentations can be made available upon request.

Many thanks to Dr. Seong-Kyu KANG (KOSHA) and Dr. Jae-Kil JANG (KSOEH) who extended this invitation and gave us an opportunity to work together in organising these symposia on behalf of IOHA. IOHA is continuously looking forward to collaborating activities with other organisations in promotion of occupational hygiene.

**IOHA Board Meeting, Geneva, 25-26 September 2008**  
Sent by Pamela Blythe, Executive Secretary, [pamela.blythe@ioha.net](mailto:pamela.blythe@ioha.net)



- 1) The meeting was held in Geneva and chaired by Tom Grumbles (IOHA President) and attended by representatives of ACGIH, the Australian, British, Canadian, Finnish, Hong Kong, Italian, JAWE, Korean, Malaysian, Norwegian, Southern African and Swiss organisations, with Pamela Blythe from the Secretariat in attendance and Deon Jensen van Vuuren (Southern Africa) as an observer. Apologies for absence had been received from the organisations in Germany, Hong Kong, Ireland, Malaysia and New Zealand.
- 2) This was the first meeting attended by a representative of the Korean Society for Occupational and Environmental Hygiene, which had only recently been admitted to membership. A short article on the Society will be included in a forthcoming issue of the Newsletter.
- 3) 8th IOHA Conference, 28 September-2 October 2010, Rome, Italy: Planning is now becoming more detailed and focussed. Reports progress will be provided to each future meeting of the Board. A renewed call for Associations to participate in both the Organising and Scientific Committees for the conference was made by Danilo Cottica.
- 4) The Board received a report on the sessions IOHA had organised and papers it had delivered

- at the World Congress in Safety & Health, Korea in July 2008 and ICOH 2009 in Cape Town.
- 5) Plans for the new website are advancing and it is hoped that it will be launched in the very near future. It is planned that this site will be more user-friendly, maintained in a more timely manner and a place for member associations to provide information on local activities.
  - 6) The regular report on activities of the National Accreditation Recognition Committee was discussed. The Board endorsed the Committee recommendations that (a) the Italian scheme be recognised; and (b) that the amended schemes from ABIH and AIOH continue to be recognised.
  - 7) As the meeting was held in Geneva, the Board took the opportunity to invite and hold discussions with three members of WHO staff, Evelyn Kortum, Leslie Nickels and Susan Wilburn in order to both

strengthen its ties with WHO and to facilitate good working relations.

- 8) WHO staff informed the Board of the changes being made to convert the workplans of the WHO Collaborating Centres into the newly adopted Global Plan of Action, and highlighted issues of particular interest to IOHA, and the meeting went on to discuss and agree how IOHA's input could be best achieved.
- 9) Susan Wilburn will be attending the ICOH Conference in Cape Town in March 2009 (where the next IOHA Board Meeting) is being held and accepted the Board's invitation to attend the meeting as an observer.
- 10) The next meeting of the Board will be held on 22 March 2008 in Cape Town, South Africa at the ICOH 2009 meeting.

## ***News from Member Associations***

### **From ACGIH - USA**

#### **Successful Defense of the Lawsuit**

Sent by Tony Rizzuto, ACGIH Executive Director  
E-mail: [trizzuto@acgih.org](mailto:trizzuto@acgih.org)

On 12 May 2008, Lawrence M. Gibbs, ACGIH Chair, on behalf of the ACGIH Board of Directors, informed members of the successful defense of the lawsuit brought against ACGIH by the International Brominated Solvents Association (IBSA), the National Mining Association (NMA), Aerosafe Products, Inc., and Anchor Glass Container Products, Inc.

In a summary judgment ruling issued on 6 May 2008, a federal judge in the United States District Court in Macon, Georgia, dismissed the last of four counts of the lawsuit against ACGIH(r). Three counts had been previously dismissed in March 2005. The remaining count against ACGIH for violations of Georgia's Uniform Deceptive Trade Practices Act (UDTPA), O.C.G.A. §10-1-372, was dismissed by Judge Hugh Lawson in a ruling that represents a major victory for ACGIH and, particularly, the occupational and environmental health community. The count sought to prevent ACGIH from publishing its Threshold Limit Values (TLVs) on the basis that they are "false and deceptive because they are not supported by credible science", and that "they disparage the goods, services or business of another by false or misleading representation of fact". Further details on the ruling can be found at:

[http://www.acgih.org/ACGIH\\_Order\\_Granteeing\\_Summary\\_Judgment.pdf](http://www.acgih.org/ACGIH_Order_Granteeing_Summary_Judgment.pdf)

In its ruling, the Court stated that "ACGIH, a non-profit association comprised of a group of scientists that adopts workplace safety exposure levels, is more like an entity designed to promote ideas than one that engages in deceptive advertising in an effort to derive a financial benefit". Further, the Court "remains unconvinced that the cause of action created in the UDTPA should be able to stifle ACGIH's dissemination of its opinions as to what

exposure levels of certain substances are in fact safe". The Court then granted ACGIH's Motion for Summary Judgment and denied the Plaintiff's Motion for Summary Judgment.

This ruling confirms our long-held position that ACGIH has the right to publish its scientific opinions that help provide for a safer workplace. Occupational and environmental health professionals need to know they can rely on the information and guidance provided by ACGIH.

After almost four years of enormous expenditure of ACGIH financial and human resources in defending against this litigation, this can be viewed as great news for the association's members, for the continued freedom of expression of scientific opinion, and for the entire occupational and environmental health profession.

Although this was a lawsuit directed against the TLVs and ACGIH, it could be viewed as a form of attack on the whole profession of industrial (occupational) hygiene. It illustrates an attempt to weaken the scientific underpinnings of the profession in which we practice. We must continue to be vigilant against such directed actions that can, ultimately, decrease the health and safety protection of workers in the occupational environment.

It should be acknowledged that many ACGIH members and leaders were directly involved in defense of the lawsuit, and had to endure many depositions and hearings; they should be thanked for their dedication and perseverance throughout this three and a half year process.

As with any district court ruling, the plaintiffs could have pursued an appeal of the Court's order; however, this was not the case since the deadline to file such an appeal is

past so this lawsuit is officially over; ACGIH's right to express its scientific opinions fortunately prevailed. Had IBSA, NMA or any of the other plaintiffs filed an appeal, ACGIH would have continued a vigorous and thorough defense of its position.

## From AIHA - USA

Sent by Steven Davis, AIHA Executive Director  
E-mail: [sdavis@aiha.org](mailto:sdavis@aiha.org)

**Value of the IH Profession Study.** Years in the making, the joint AIHA-ABIH study, *Strategy to Demonstrate the Value of Industrial Hygiene*, found that many business leaders do not fully understand the value that industrial (occupational) hygiene brings to the business, and that many industrial (occupational) hygienists and occupational health professionals do not understand how they add value to the company's business. The study also identifies a strategy industrial hygienists can use to make a business case for the value of their work.

The results of the study are available at: [www.ihvalue.org](http://www.ihvalue.org). AIHA plans to offer fee-based education programs to members and nonmembers that will provide more information about how industrial hygienists can implement the strategy in their companies.

**International committee formed.** The AIHA Board of Directors created an International Program Development Committee. Part of the committee's initial focus will be to recommend international activities for 2009; solicit, review and prioritize proposed activities to achieve AIHA's international objectives; and set targets for recruitment and retention of international members.

**International Affiliate Membership.** In 2007, the AIHA Board of Directors and membership approved a new class of membership: International Affiliate member.

An International Affiliate member is an individual who resides in, and is a citizen of, a country defined by the World Bank as a low-income, lower-middle-income, or upper middle-income economy, and who is practicing occupational and environmental health and safety. An International Affiliate member may not vote in association elections or be elected to the Board of Directors, but may serve on AIHA committees.

International Affiliate member dues are \$47.50 for 2009 (one-quarter of the dues for full membership). International Affiliate members receive the following benefits:

- Online access to the Journal of Occupational and Environmental Hygiene and *The Synergist*
- Member discounts on AIHA products, services, and educational programs
- Member rates to attend AIHce and PCIH
- Access to the Member Center on the AIHA website
- Participation in e-mail discussion groups and Special Interest Groups
- Free shipping on product orders
- Opportunities to serve on AIHA Committees and other Volunteer Groups
- Access to the online AIHA Member Directory

For more information, please contact Tony Rizzuto ([trizzuto@acgih.org](mailto:trizzuto@acgih.org))

**DREAM Workshop.** The U.S. National Institute for Occupational Safety and Health (NIOSH) will present the 2008 Direct-Reading Exposure Assessment Methods Workshop, Nov. 13–14, at the Hilton Crystal City hotel. AIHA is one of the co-sponsors of this workshop. The workshop will gather stakeholder input from academia, labor, management, developers, government agencies and manufacturers on the research needs of direct-reading methods for assessing occupational exposures.

**AIHA Receives Gold Circle Honorable Mention.** AIHA was recently honored with a 2008 Communication Gold Circle Award (GCA) Honorable Mention, the American Society of Association Executives (ASAE) and The Center for Association Leadership's award recognizing innovative ideas and achievement in association communication campaigns. Selected from 373 entries, recipients were chosen for demonstrating excellence in communication in the categories of print publishing, writing, electronic publishing, media relations, and emerging communication vehicles.

AIHA received an honorable mention in the media relations project category for their mock methamphetamine lab exhibit at their annual conference in 2007. AIHA constructed a mock clandestine drug lab that displayed the household implements and chemicals commonly used to manufacture methamphetamine. Industrial hygienists who test meth lab sites for contamination and recommend cleanup procedures were on hand to educate other industrial hygienists on how to properly assess health and safety risks from these labs.

**Industrial Hygiene Future/Scouting Workshop.** In April 2008, AIHA hosted a workshop of leaders from AIHA, ACGIH®, the Academy of Industrial Hygiene, and the American Board of Industrial Hygiene to scout the future of industrial hygiene practice. The workshop participants forecast that over the next 10 years industrial hygiene practice will become more interdisciplinary and global, with new opportunities for leadership in nanotechnology, bio-monitoring, infectious disease, emergency response and management, climate change, risk assessment and sustainability. The results were a key consideration at the AIHA Board of Directors strategic planning meeting.

Workshop participants identified several strategic priorities critical to positioning the profession for the future, including:

1. Development and harmonization of global standards of practice
2. Identification and harmonization of required skills and competencies for the professional practice of IH in the global community
3. Increased participation to represent health in green and sustainability initiatives

4. Creation of a more collective professional voice and a more unified approach among U.S.-based IH organizations
5. Revitalized professional education, training and lifelong learning in addressing required new competencies, skills and areas of specialization

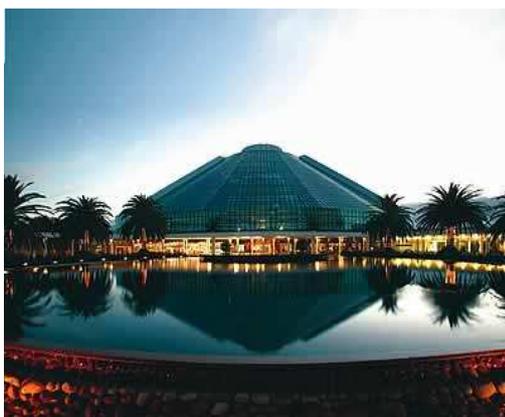
**OEHS Library Central.** AIHA recently launched OEHS Library Central, a digital library containing downloadable research, information and resources for the occupational health and safety professional, at: [www.oehsLibrary.org](http://www.oehsLibrary.org). OEHS Library Central offers downloadable versions of all AIHA print publications and links to abstracting and indexing databases for more than 150 science and technical journals.

A variety of subscription options are available, including single and multiple downloads for members and nonmembers. Abstracts and tables of content are available for viewing free of charge. Hard copies of publications are still available at the [AIHA Marketplace](http://www.aiha.org/Marketplace) (<http://iweb.aiha.org/iweb/Purchase/SearchCatalog.aspx?Token=>). For more information, visit [www.oehslibrary.org](http://www.oehslibrary.org) or contact AIHA Customer Service at (703) 849-8888.

**Distance Learning Catalog.** The Fall 2008/Spring 2009 AIHA catalog has arrived and is packed with DVDs, Self Study Workbook Courses and more. Designed to meet the educational needs of those looking to maintain their certification or further their careers, these self paced professional development courses offer everything from a comprehensive review, to exam prep, to topic specific courses - without the cost of travel.

## From AIOH - Australia

Sent by Gerard Tiernan, AIOH Newsletter Editor  
E-mail: [Gerard.Tiernan@dme.qld.gov.au](mailto:Gerard.Tiernan@dme.qld.gov.au)



## 26th Annual Conference

**Occupational Health Forensics: Analysing the evidence to make a difference.**

**Venue: Burswood Entertainment Complex  
November – 3rd December 2008  
REGISTRATION out NOW!!!**

## National review into model Occupational Health and Safety (OHS) Laws

The Australian government's Department of Education, Employment and Workplace Relations is conducting a national review into model Occupational Health and Safety (OHS) Laws. This legislation is aimed at delivering a new national independent body to lead and improve occupational health and safety (OHS) and workers' compensation arrangements in Australia. The body will be called Safe Work Australia and will be an independent

statutory authority. It will have an independent chair and will comprise of representatives of the Commonwealth, each state and territory, employers and unions. The Australian Government will provide 50 per cent of the budget and the states and territories will provide the other half. The contribution of each state and territory will be proportional to its population. One of Safe Work Australia's key functions will be to develop model OHS legislation for

**TeleWebs.** These live two-and-a-half-hour continuing education events enable participation via the Internet, phone, or by CD after the event. Presenters guide attendees through presentations, discuss topics, and answer questions directly. Certification maintenance points may be earned through individual or group participation. Registration is now open for:

**November 18:** Color Coding of Respirator Air Purifying Elements: NIOSH Requirements and Limitations

**CIH Prep Course.** AIHA's 2009 face-to-face course schedule is being updated daily with a variety of topics and locations. AIHA's Comprehensive Industrial Hygiene Review Course, featuring expert instructors and up-to-date information, aims at preparing candidates for the CIH exam. The course will be held March 30–April 3, 2009, and September 21–25, 2009. Classes fill early, so reservations should be made as soon as possible. More details at: [www.aiha.org/content/CE/road/CIHreview.htm](http://www.aiha.org/content/CE/road/CIHreview.htm).

**AIHce Professional Development Courses.** Preview the PDCs that will be available to attendees at the American Industrial Hygiene Conference and Exposition, Toronto, Ontario, May 30–June 4, 2009. PDC registration opens in December 2008 ([www.aiha.org/aihce09/education/pdcs2009.htm](http://www.aiha.org/aihce09/education/pdcs2009.htm)).

adoption by all jurisdictions, delivering on the Government's commitment to harmonise OHS laws in Australia. Successive Australian governments have been attempting to provide uniform OH&S legislation for over 30 years with limited success. Politics and parochialism have

thwarted these attempts and it is hoped that the most recent initiative will meet with more success.

## Global Occupational Hygiene Training Initiative

The Global Occupational Hygiene Training Initiative involves BOHS, AIOH, IOHA, University of Wollongong (UOW) and industry groups. The concept of an international training initiative originated within an industry group based in the UK however the project moved to a more structured phase following a proposal put to the AIOH and the BOHS by Brian Davies (UOW) and Roger Alesbury (BP) in December 2007. At present, six occupational hygiene training modules have been developed by the University of Wollongong (Australia), Gully Howard Technical (UK) and Associates in Acoustic Inc (USA) and are in various stages of trials. Pilot modules of *Measurement of Hazardous Substances* and *Thermal Environment* have already been run at different locations around the world (Australia, Azerbaijan & China) with a

third module (Control of Hazardous Substances) to be trialed in London in December 2008.

It is anticipated that in 2009 six courses will be held at the University of Wollongong on the following topics:

- Measurement of Hazardous Substances
- Thermal Environment
- Noise-Measurement and its effects
- Control of Hazardous Substances
- Asbestos and other Fibres
- Ergonomic Essentials

Details of the Wollongong courses can be found at: <http://www.uow.edu.au/health/healthsciences/ohspgprogramme/UOW042365.html>

## AIOH Position Papers

The AIOH is in the process of preparing a number of position papers on occupational hygiene topics. To date papers have been prepared on *Diesel Particulate*, *Inorganic Lead*, *Asbestos* and *Respirable Crystalline Silica*. The purpose of these position papers is to provide the

AIOH membership with an outline of the AIOH position on an issue and to provide the general public with information about an issue, particularly if it becomes prominent in the media, as these issues do from time to time.

## Gerry Coles - William D. Wagner Award Recipient

Gerry Coles, FAIOH, is the 2007 recipient of the American Conference of Governmental Industrial Hygienists (ACGIH®) William D. Wagner Award. The William D. Wagner Award was established in 2003 and is presented annually to honour a person in the field of national and international worker health and safety who has followed Mr. Wagner's outstanding example of commitment and

dedication to the creation and dissemination of occupational exposure values (OEVs). Gerry has served on the Threshold Limit Values for Physical Agents (TLV®-PA) Committee since 1969!!



## Queensland Mining Health Improvement and Awareness Committee

Queensland is one the leading mining states in Australia. A review of the Queensland Department of Mines and Energy recommended that there was a need to upgrade the management of health hazards in mining. An initiative was therefore put in place to establish a tri-partite Committee to combine efforts to reduce health risks in always been dedicated to the pursuit and management of safety hazards needs to be devoted to managing health hazards in mining. The Committee will enable the

mining. The *Queensland Mining Health Improvement and Awareness Committee* (HIAC) was established to assist industry anticipate, identify, evaluate and control health hazards in the mining environment. Health and safety management efforts in mining have traditionally focused on safety aspects. The same vigour and effort that has inspectorate, unions and industry to work in unison to provide a greater emphasis on worker health and the prevention of illness and disease.

## AIOH School Noise Training Program

Julia Norris MAIOH, has developed a school noise training program. The package is aimed at 11-12 year old school children and is designed to give them some understanding of what noise is and how excessive noise exposure can affect their hearing (with particular reference to iPods and MP3 players). The AIOH sponsored the equipment used in the training program and Julia has kindly donated the

training package to the AIOH for members to use in providing voluntary training to school age children. Julia and Kelly Sutherland have presented the package to over 170 school children in Western Australia and have received a very positive response. Further information may be obtained from Julia Norris at: [julia.norris@swohs.com.au](mailto:julia.norris@swohs.com.au) or the AIOH office at: [admin@aioh.org.au](mailto:admin@aioh.org.au).

## Vibration Seminar

The AIOH's latest seminar series was on human vibration. The seminar was presented by Mr. Beno Groothof in Brisbane, Sydney, Melbourne, Adelaide and Perth throughout October.

## From The Netherlands

### Prevention specialist – present and future

Sent by Ton Spee  
Chair, DOHS Foreign Affairs Committee  
E-mail: [spee@arbouw.nl](mailto:spee@arbouw.nl)

The councils of the three Dutch societies, aiming at improving working conditions through prevention, namely the Dutch Occupational Hygiene Society, Dutch Society for Safety Science and Dutch Professional Society for Work and Organisation Specialists, have set the course for the future of prevention specialists. Two important reasons have prompted them to do so.

1. Working conditions legislation has changed fundamentally as from the 1<sup>st</sup> January, 2007. Briefly speaking, the government sets the goals for working conditions, and employers and employees decide how to achieve them. As the ultimate consequence, for example, nearly all limit values for substances are withdrawn. The goal, set by the government, is to prevent health impairment. Employers and employees together determine how to achieve this goal. This creates great opportunities for the occupational hygienist and other prevention

specialists, since working conditions policies should now be more tailored in this situation.

2. On the other hand, unfortunately many employers still consider that working conditions policies constitute a burden rather than a benefit. This is not new, but in a situation with more responsibility for the employer this can be a serious threat to fair working conditions and to the position of those who "sell" these principles. This has led to the question of how the market response to prevention specialists can be improved.

The report describes the common course for the three societies. An executive summary of the report is presented in this issue of the Newsletter, under "**Contributions from Readers**". Reactions and comments from readers are most welcome.

## From JAWE – Japan

### Japan Association for Working Environment Measurement (JAWE) - Ordinary General Meeting of the fiscal year 2008

Sent by Masayoshi Karasawa  
Special Adviser of JAW,  
[director@jawe.or.jp](mailto:director@jawe.or.jp)

The Japan Association for Working Environment Measurement held the Ordinary General Meeting of the fiscal year 2008, on 23 May 2008, in Tokyo, with the objective of approving the business report and the accounting report for the fiscal year 2007, the JAWE programme and the budget for the fiscal year 2008, as well as holding a new election of Directors of JAWE who finished their term of two years. The Meeting was attended by 685 full members of JAWE, including the ones who entrusted the proxy vote to the Chairperson.

At the beginning of the Meeting, Mr. Kizoh Hirayama (Managing Director, General Manager, Personnel & Labour Relations Division, Nippon Steel Corporation), Chairperson of JAWE, presented the opening address and stated that JAWE conducted successfully all projects that were planned for the fiscal year 2007, including the New General Accuracy Control Project, and maintained a good balance between income and expenditure

Next, Mr. Hiroshi Ozoe, the Executive Director of JAWE, explained the business report and the accounting report for the fiscal year 2007 as well as the business programme and the budget for the fiscal year 2008 of JAWE. He stated that, in the fiscal year 2007:

1) Under the trust of the Ministry of Health, Labour and Welfare, Japan, JAWE trained, with regard to asbestos,

709 Licensed Industrial Hygienists in the field of Working Environment measurement or other competent analytical specialists (about 8% increase compared with last year), belonging to 438 analytical agencies, in theoretical training courses, and, 227 ones (about 13% decrease compared with last year), belonging to 198 analytical agencies, in practical training courses.

2) JAWE conducted the Cross Check Project concerning the Evaluation of Asbestos in Bulk and Airborne Samples (see article on this subject on the April 2008 issue of this Newsletter plus its continuation in this issue, under Contributions from Readers)

3) Conducted a new course, namely the "Specialized Continuing Education and Training Course on Risk Assessment and Risk Management of Chemical Substances and other Environmental Factors" (see specific article on this subject in this issue of the Newsletter).



Mr. Kizoh  
Hirayama  
presenting the  
opening  
address

Moreover, he explained that, in the business programme for the fiscal year 2008, the following projects have been incorporated:

- A. A new Continuing Education Training Course, using the "Handbook for Risk Assessment and Risk Management of Chemical Substances and other Environmental Factors" consisting of 41 hours/points, as the part of total 80 hours/points for the second year of the said Training Course,
- B. A new General Accuracy Control Project conducted independently by JAWE, as before.
- C. An advanced training course on the Evaluation of Asbestos in Bulk Materials, as well as an accuracy control project, by cross-check of bulk blind samples (e.g., construction materials containing asbestos) and airborne blind samples.

At the end of the General Meeting, the new election of Directors of JAWE was held; Mr. Kizoh Hirayama was reelected as the Chairperson of JAWE and Mr. Hiroshi Ozoe was reelected as the Executive Director of JAWE.

Last March, the Ministry of Health, Labour and Welfare, Japan, announced the 11<sup>th</sup> Occupational Accident and

### **Japan Association for Working Environment Measurement (JAWE): New Specialized Continuing Education Training Course**

The Japan Association for Working Environment Measurement (JAWE), whose Chairperson is Mr. Kizoh Hirayama, Managing Director, General Manager, Personnel & Labour Relations Division, Nippon Steel Corporation, according to its business programme for the fiscal year 2007, conducted for the first time the "Specialized Continuing Education and Training Course on Risk Assessment and Risk Management of Chemical Substances and other Environmental Factors", using the "Handbook for Risk Assessment and Risk Management of Chemical Substances and other Environmental Factors", which JAWE published last May. The participants were licensed Occupational/Industrial Hygienists in the field of Working Environment Measurement and other equally or more competent persons. The course took place at the Quality and Precision Control Centre of JAWE.

This New Specialized Education and Training Course will be developed, in the future, into a new certification system by JAWE having as a tentative title: "Professional Occupational/Industrial Hygienist, specialized in the field of risk assessment and risk management of chemical substances and other environmental factors". The objective of launching this new certification system will be to have it eventually approved as a "Recognized National Occupational/Industrial Hygiene Accreditation Scheme" by the National Accreditation Recognition Committee of the International Occupational Hygiene Association (IOHA), provided that the necessary conditions are satisfied. The first trial of the "Specialized Continuing Education and Training Course on Risk Assessment and Risk Management of Chemical Substances and other Environmental Factors" was conducted by JAWE from 12<sup>th</sup> to 14<sup>th</sup> March 2008; it consisted of 22 hours/points, as part of a total of 80 hours/points for the whole course, and included subjects such as the following:

- Background, concept and principles of sound

Disease Prevention Plan, based on the Occupational Safety and Health Law, from the fiscal year 2008 to 2012, in order to cope effectively with the recent occupational safety and health problems in Japan. Its targets include:

- 1) To have the number of fatalities due to occupational accidents or diseases decreased by 20 % or more, as compared with 2007.
- 2) To have the number of occupational injuries decreased by 15 % or more, as compared with 2007.
- 3) To reverse the present tendency of increase in the prevalence of occupational health impairment, as disclosed by periodical medical examinations, thus improving Workers' Health, through the promotion of measures foreseen in the Prevention Plan.

JAWE, as an association, would like to contribute as much as possible to the success of the 11<sup>th</sup> Occupational Accident and Disease Prevention Plan.

- control and management of chemical substances, biological factors and other environmental factors
- Occupational Safety and Health Management System and the sound control of chemical substances and other environmental Factors
- Related international conventions, protocols, Directives, standards, recommendations, guidelines
- International and domestic sources of information regarding chemical safety data as well as biological agents safety data
- State and practice of management system for sound control of chemical substances and biological agents in establishments
- Evaluation of hazards in work environment

The complete and detailed Curriculum of this course can be obtained from the author of this article (Mr. Karasawa, Special Adviser of JAWE).

The qualifications of the 42 participants in this Course (41 of whom completed the 22 hours) were the following:

- 36 licensed Industrial Hygienists in the field of Working Environment Measurement (8 licensed Occupational Hygiene Consultants, 12 licensed Health Supervisors, 2 Chemical Substances supervisors);
- 3 licensed health supervisors;
- 1 occupational physician, and 2 others.

At the beginning of the first day of the course, Mr. Hiroshi Ozoe, the Executive Director of JAWE, in his opening address, welcomed all the participants and then stated that this "Specialized Continuing Education and Training Course" was a first trial, and did not mean the launching of a new certification system by JAWE, at the present time.

Nevertheless, JAWE is considering the development of such a certification system in future.

The first lecture was presented by Dr. Haruhiko Sakurai, Chairperson of the "JAWE Expert Committee on Risk Assessment and Risk Management of Chemical Substances and other environmental factors", Director of Occupational Health and Research Centre, Japan Industrial Safety and Health Association (JISHA), Professor Emeritus of Keio University. He explained the importance of this Course, introduced related articles previously posted on IOHA Newsletters, and mentioned the circulation of relevant information to the IOHA Board Members and Members of the IOHA National Accreditation Recognition Committee. In addition, Professor Emeritus Haruhiko Sakurai lectured on the background, concept and principles

of sound control and management of chemical substances, biological factors and other environmental factors.



### JAWE Course

JAWE will continue this course in the next fiscal year 2008, including additional subjects and topics, which were not in the curriculum of this first Course.

### 2008 William P. Yant Award

Our colleague from France, Guy Bourgeoisat, an IOHA Board Member, received the prestigious 2008 Yant Award; this was so well deserved. Guy has promoted Occupational Hygiene in France with great enthusiasm and perseverance; he is a founding member of SOFHYT (French Occupational Hygiene Society), of which he was president, three times in a row.

An abstract of his Yant Lecture, entitled "Occupational Health in France... Is a paradigm change coming?" is

hereby presented; the full lecture will be published in the AIHA Journal, or can be obtained from the author.



### Occupational Health in France... Is a paradigm change coming?

#### Abstract

Sent by Guy Bourgeoisat  
E-mail: [guy.bourgeoisat@orange.fr](mailto:guy.bourgeoisat@orange.fr)

In 1900, an industrial hygiene committee is created by the Ministry of Labor and, in 1905, the first educational programme was developed at CNAM in Paris for the improvement of hygienic conditions in workshops. In 1908, an industrial hygiene institute was founded, dedicated to sanitation and prevention of occupational diseases. Since then, under the influence of unions, employers and government, the situation worsened with time and the system turned from technical and medical to purely medical, with the introduction of occupational medicine in 1946.

Later on and despite two major sanitary catastrophes (e.g., exposure to silica in the mining industry and exposure to asbestos) and the issue of European directives pushing for the introduction of occupational hygiene, occupational medicine continued to prevail in the Ministry of Labour; we are not yet ready for a change of paradigm. In 1989, the issue of the European Framework Directive 89/391 was the beginning of a change in Europe.

Two independent events occurred in France. Firstly, a group of hygienists - mainly from industry, associations and governmental institutes, believed that this directive was a new start for primary prevention and the introduction of occupational hygiene in France. In 1991, SOFHYT, the French Occupational Hygiene Society was founded. André Joly, SOFHYT first president, was a leader in making the Society known in France, through activities such as the annual SOFHYT Forum, occupational hygiene training and working groups.

Secondly, afterwards, in 1992, the CNAM opened the first IHIE (Institute for Industrial Hygiene and Environment) in Lyon. In 1996, with the support of a number of professors, CNAM IHIE accepted that occupational hygienists from SOFHYT participated in the elaboration of a new educational programme. Taking advantage of the two-year education program in industrial health in the USA and his experience in the field, Guy Bourgeoisat could share a lot with CNAM-IHIE about education, methods and work practices in industry. Since then, the association SOFHYT-IHIE has further developed; the educational programme is now registered in the National Register of Professional Certification - Level 1, and an International Professional Certification programme according to the IOHA format is under development. SOFHYT has recently participated in numerous committees and work groups at the national level.

## News from ICOH

### 29<sup>th</sup> ICOH International Congress on Occupational Health

The 29<sup>th</sup> triennial Congress of the International Commission on Occupational Health (ICOH2009) will be held in Cape Town, South Africa from 22-27 March, 2009. The Scientific Program has been posted on the website ([www.ich2009.co.za](http://www.ich2009.co.za)), and the Call for Abstracts has been issued, with an end date of 21 July 2008 for receipt of Abstracts.

*Early bird registration ends 30 April, 2008.* Grants are available for some presenters from developing nations. A

student prize will be awarded. Please quickly send in your Abstract and alert your colleagues. Two page brochures containing the scientific sessions and other key details can be downloaded from the website for printing and distribution.

Please, note that the CALL FOR ABSTRACTS is from now through 31 July 2008;  
Details on the site: [www.ich2009.co.za](http://www.ich2009.co.za)

## News from WHO and WHO CCs for Occupational Health

### Meeting of the Planning Committee of the Global Network of WHO Collaborating Centres in Occupational Health

Sent by Evelyn Kortum, WHO  
E-mail: [kortume@who.int](mailto:kortume@who.int)

The Planning Committee Meeting, which took place on 15–16 September 2008, was hosted by the Institute and Outpatient Clinic for Occupational and Environmental Medicine in Munich, Germany. The 18 meeting participants discussed the WHO priorities of the Global Plan of Action on Workers' health 2008-2017. The priorities until 2012 were discussed and proposed for the Global Network of Collaborating Centres in Occupational Health. Draft plans

were established and CC Directors will be invited to respond with the contributions from their Centres in the coming weeks.

It was announced that the next Global WHO CC meeting will be held at HQ in September 2009 instead of in Cape Town in March 2009 as initially planned.

### Collaboration between IOHA and WHO

Sent by Leslie Nickels, Chicago School of Public Health, University of Illinois  
Great Lakes Center of Occupational and Environmental Safety and Health (WHO CC)  
E-mail: [lnickels@uic.edu](mailto:lnickels@uic.edu)

For many years IOHA has been an NGO in official relations with WHO. As the professional organization of occupational hygienists worldwide IOHA collaborates with WHO for improving working conditions, particularly by primary prevention of occupational diseases and accidents, by introducing innovative methods for assessing and managing occupational risks, and by training of experts, workers and employers.

On 25 September 2008 members of the Board of IOHA met with experts from the WHO Global Occupational Health Programme to discuss future collaboration in the context of the WHO Global Plan of Action on Workers' Health that was endorsed by the World Health Assembly in 2007. This plan places a renewed emphasis on primary prevention of occupational diseases and injuries in the activities to protect and promote workers' health. Therefore, the expertise of IOHA in occupational hygiene is an important asset to WHO's activities in implementing this plan of action.

It was agreed that over the next three years IOHA's collaboration with WHO would concentrate on developing practical tools for assessment and control (control banding) of occupational risks, including silica and asbestos essentials, on reviewing the methods of work for basic occupational health services, and on building human resource capacities in occupational hygiene through networking and reaching of to developing countries. In addition, IOHA was invited to participate in reviewing guidelines on "Natural Ventilation for TB" and "General Respiratory Protection for TB", as well as in incorporating occupational causes of diseases in the 11<sup>th</sup> revision of the International Classification of Diseases (ICD 11). IOHA will continue to play an active role in the work of the WHO Global Network of Collaborating Centers, which work together to address the objectives of the Global Plan of Action.

Further information on these initiatives or on the Global Plan of Action for Workers' Health may be obtained from [ochmail@who.int](mailto:ochmail@who.int) or [workershealth@who.int](mailto:workershealth@who.int).

## Indian academics visit the NIOH in South Africa – an activity of the WHO CC in OH Global Network Plan (2006-2010)

Sent by Claudina Nogueira  
Section of Communication and International Liaison  
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As part of Activity Area 4: Education, Training and Technical Materials (*NIOH Project CE3a - Developing capacity in biological monitoring in occupational and environmental health*) of the WHO CC Global Network Plan, the Analytical Services Section of the National Institute for Occupational Health (NIOH) in Johannesburg hosted three academic visitors from India during the month of May 2008. Dr Krishnendu Mukhopadhyay, Mr Ayyappam Ramalingam and Mr Venkatesan Dhaas from the Department of Environmental Health Engineering (headed by Prof Kalpana Balakrishnan) of Sri Ramachandra University (a WHO CC in OH and an ILO-CIS Information Centre), Chennai, India, spent three weeks at the NIOH.

During their stay, the academic visitors received practical training in laboratory techniques to measure chemical exposures in biological and environmental samples, for occupational and environmental health assessments, and Dr Mukhopadhyay and Mr Ramalingam gave two presentations at a special NIOH Research Forum session, titled "An overview of occupational health status in India" and "Development of simple guidance (risk management toolkit) for controlling occupational exposure – an Indian occupational perspective", respectively.

The visiting academics received most of their training in the specialized laboratories of the Analytical Services Section, but also visited other sections of the NIOH to become

familiar with the research and routine work of the Institute. While in South Africa, they visited the refinery of Rustenburg Base Metals Mine in the North West Province.

This collaboration with Sri Ramachandra University was initiated in 2007 with the main objective of establishing the first biological monitoring laboratory in India, and is part of a proposed long-term collaborative programme with India, for capacity-building in occupational health. The NIOH (a designated WHO CC in OH since 2005) is actively involved in supporting occupational health development and building networks globally, and the collaboration with India is a good example of this commitment and core function. Training programmes are planned for late 2008 and 2009; these will be joint efforts between various WHO CC in OH (HSL-UK, NIOH-SA and Sri Ramachandra University-India), and will incorporate seminars and workshops on "Biological monitoring of chemical exposures in the workplace", which will be partly sponsored by the British Occupational Hygiene Society (BOHS).

## News from the ILO

### Seoul Declaration on Safety and Health adopted at the Safety and Health Summit (Seoul, 29 June)

Sent by Seiji Machida, ILO  
E-mail: [machida@ilo.org](mailto:machida@ilo.org)



The First Safety and Health Summit was held 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, social security representatives, policy-makers and administrators.

The discussions at the Summit and the Seoul Declaration adopted by the Summit reflected the latest developments particularly the Global Strategy on Safety and Health adopted by the 2003 International Labour Conference. The importance of promoting OSH as the responsibility of society as a whole relates to the creation of national preventative safety and health culture which is emphasized

by the Global Strategy on OSH and the Convention No.187. The promotion of systems approach to OSH is underlined. The recent ILO Governing Body debates also called for the promotion of ILO Guidelines on OSH management systems (ILO-OSH 2001). These all follow the concept of continuous improvement and participation of all concerned.

The Declaration calls for the ratification of ILO OSH Conventions particularly Convention No.187 as a means to improve OSH in a systematic way. The importance of enforcement system is highlighted as the regulatory requirements and their implementation are the basis of good workplace action for prevention. As all the practical action has to be taken at the level of workplace as a collaborative effort of employers and workers, the Declaration specifies the actions to be taken by social partners.

It is significant that 46 world leaders gathered and discussed on occupational safety and health. They reconfirmed that the right to safe and healthy working environment should be recognized as a fundamental

human right. In the Seoul Declaration, they expressed the commitment to take the lead in promoting a preventative safety and health culture and placing OSH high on national agendas.

The full text of the Seoul Declaration is available online, in 10 languages, at:

<http://www.issa.int/aiss/Resources/Conference-Reports/Seoul-Declaration-on-Safety-and-Health-at-Work>

## **News from the European Union**

Sent by Birgit Müller, EU-OSHA  
E-mail: [muller@osha.europa.eu](mailto:muller@osha.europa.eu)

### **European Week aims at cutting workplace accidents and diseases**

Organised by the European Agency for Safety and Health at Work (EU-OSHA), the European Week for Safety and Health at Work took place from 20-24 October 2008, as part of the Healthy Workplaces campaign on risk assessment. During this week, hundreds of campaign events were staged across all EU Member States, including conferences and exhibitions, training sessions and other activities where both large and small companies worked together. The common theme linking all these events was the promotion of the importance of assessing health and safety risks, with a view to reducing the number of work-related accidents and illnesses in every workplace. EU-OSHA has also produced a new report on "Risk Assessment" to showcase practical ways in which workplace risks can be managed and reduced.

**Jukka Takala**, Director of EU-OSHA, says: "Every three-and-a-half minutes somebody in the EU dies from work-related causes and every four-and-a-half seconds an EU worker is involved in an accident that forces them to stay at home for at least three working days\*. This is unacceptable! We need a change, and this change starts with assessing workplace risks. We have to make employers, workers, safety representatives and policy makers aware that proper risk assessment is the key to good workplace safety and health management."

### **Healthy Workplaces: Get involved with new campaign material!**

For the promotion of the risk assessment campaign new sector posters are available for download in 22 languages: agriculture, education and construction.

A new video explains the main objectives of the Risk assessment campaign and includes EU statistics on workplace accidents and good practice examples from different Member States. The video is available in English and French.

### **The practical prevention of risks from dangerous substances at work**

The EU-OSHA publication "The practical prevention of risks from dangerous substances at work" is highly recommended; it contains a series of very useful case

The success of the Healthy Workplaces campaign and its European Week is largely due to the support of the EU-OSHA network of focal points in the 27 EU Member States and accession countries. The contribution of many local and regional initiatives carried out by trade unions, enterprises, NGOs and government administrations also play an important role. All these activities show that workplace accident and illness prevention is a top priority in Europe.

The newly published *Risk Assessment Magazine* is one of many initiatives to increase awareness about the importance of proper risk management. It shows examples of good practice by government ministries, employers' organisations and trade unionists from across Europe to improve workplace risk management.

More details can be found in the Press Release at: <http://osha.europa.eu/en/press/press-releases/eu-health-and-safety-week-launched-to-reduce-workplace-accidents-and-diseases>

More details on the campaign at: <http://osha.europa.eu/en/campaigns/hw2008/>

Posters on risk assessment are available at:

[http://osha.europa.eu/en/campaigns/hw2008/campaign/ew08\\_sectorial\\_posters](http://osha.europa.eu/en/campaigns/hw2008/campaign/ew08_sectorial_posters)

Videos (and other useful material) are available at:

<http://www.tvlink.org/vnr.cfm?vidID=289>

studies on practical solutions. It is available, free of charge at:

<http://osha.europa.eu/en/publications/reports/106>

## EU-OSHA Annual report 2007: bringing safety and health closer to European workers

As a key player in the implementation of the new Community Strategy for Health and Safety at Work (2007-2012), EU-OSHA's annual report provides a concise overview of its activities in 2007. Highlights of the year include the extension of its European and global networks, the 'Lighten the load campaign' and the Healthy Workplace Initiative, as well as research into new and emerging workplace risks.

[A summary of the Annual Report 2007](http://osha.europa.eu/en/publications/annual_report/issue_annual_report_2007) is available at:  
[http://osha.europa.eu/en/publications/annual\\_report/issue\\_annual\\_report\\_2007](http://osha.europa.eu/en/publications/annual_report/issue_annual_report_2007)

The full Report is available at:  
[http://osha.europa.eu/en/publications/annual\\_report/2007full/view](http://osha.europa.eu/en/publications/annual_report/2007full/view)

### Report - Protecting workers in hotels, restaurants and catering

The hotel, restaurant and catering sector (HORECA) plays an important role in the service industry and in the EU economy as a whole. Employing more than 7.8 million people, mostly young and low skilled people in the European Union, it is important to manage the risks and prevent the causes of accidents and ill health among these workers. The report gives information relating to occupational safety and health in HORECA, highlights key

risk prevention measures and provides an overview of good practices at policy and workplace level.

The Report is available at:  
[http://osha.europa.eu/en/publications/reports/TE7007132ENC\\_horeca](http://osha.europa.eu/en/publications/reports/TE7007132ENC_horeca)

The \_\_\_\_\_ factsheet is available at:  
<http://osha.europa.eu/en/publications/factsheets/79/view>

### New document of the European Commission on "Improving quality and productivity at work"

Sent by Kurt Lechnitz, IOHA Board Member  
E-mail: Kurt.Lechnitz@t-online.de

This document, which appeared in the Official Journal of the European Union (C 224, 30.8.2008), states the following:

Health and safety at work should be seen as a key factor for economic growth and productivity. It involves considerable costs and the losers are not just businesses and workers but society as a whole. These costs need to be better analysed. This is important in that it would show how much insufficient safety at work and a bad working environment cost all the parties concerned and thus reduce productivity.

By means of coordinating EU-Community policies to develop a culture of risk prevention, training programmes must be launched and stepped up, building on local, regional and national experience, while taking risk prevention into account in educational programmes — starting from nursery education, and including basic and vocational training — and ensuring coordination with public health policies.

Promoting health and safety at work and ensuring it on a permanent basis is one of the conditions for protecting and

preserving employees' health. It is also cost-effective. Prevention is one of the main means of achieving this. Prevention — as the approach which offers the best return on investment —, together with proper standards of protection in all workplaces, yields significant long-term returns or savings, including for major healthcare and welfare systems and accident insurance premiums for companies or other costs directly or indirectly related to the effects of accidents at work.

Scientific methods must be used to assess new work-related risks, such as occupational stress or new arduous conditions. The psychosocial and physical repercussions of new fields of work and conditions on employees must be examined using scientific methods; to this end, new indicators must be developed.

In international policies, adoption of ILO measures/recommendations must be encouraged together with EU achievements such as REACH. Policies and legislation on reducing hazards and illnesses caused by asbestos, carcinogenic materials, and silicon must be developed.

## Contributions from Readers

### FROM CANADA

#### New Guidance Documents by IRSST, Canada

Sent by Maura Tomi, Communications Division, IRSST  
E-mail : mautom@irsst.qc.ca

The prevention of work-related stress

The Quebec Occupational Health and Safety Research Institute (IRSST) has just published a research report on the strategic approach to preventing occupational stress,

an important issue since 30.8% of Canadians workers declare that most of their working days are considerably or extremely stressful.

The stress at work is related to several problems of workers' health, low job satisfaction and a reduced productivity. These negative consequences for employees affect the success of organisations and their competitive edge in the marketplace. Even if the employer cannot protect employees from the sources of stress arising in their private lives, he can protect them from sources of stress emerging in the workplace. Given the scale of the problem and the costs associated with stress in the workplace, a number of organisations would like to implement measures with a view to either training individuals to cope better with stress or reducing the sources of stress in the work environment.

This research project has two main objectives:

- Assisting organisations in order to document the development and implementation process of interventions to prevent work-related stress;
- Evaluating the effectiveness of stress interventions aiming at reducing the exposure to psychosocial risks in the workplace, and in improving psychological health and wellbeing.

The study published by the IRSST demonstrates that the interventions targeting the reduction of the risks to the source tend to decrease the constraints of the working environment.

The report is available for free download at:

<http://www.irsst.qc.ca/files/documents/PublIRSST/R-577.pdf>  
**Prevention Guide - Safe Handling of Hazardous Drugs**

This guide sets out a Committee's recommendations regarding how to safely handle hazardous drugs. The

## FROM INDIA

### Safety and Work Discipline

Sent by Prof C G Pandya  
Ahmedabad, India  
E-mail: [cgpandya@yahoo.com](mailto:cgpandya@yahoo.com)

While almost all modern equipment in industrialized countries are now being designed to take care of safety systems, a very large number of factories and construction sites in the developing countries, especially in the small and medium sector, are still operating with limited understanding about occupational safety standards. Again, the manual operations involved in most of these small and medium scale enterprises do not have adequate safety training for workers.

The only way one can ensure safety at work is to develop and train these workers with a system that involves both work documentation and discipline. My experience of working on the aircraft systems has shown me the correct way to work. A very systematic schedule of operations involved, coupled with working discipline in respect of

committee included professionals and stakeholders from the health care network. While this guide is primarily intended for health care workers, some recommendations apply to users of the health care network and their families.

The use of hazardous drugs, particularly antineoplastic drugs used in oncology, is increasing because there has been an increase in the number of cancer cases. On the other hand, the hazardous drugs used are more potent and are more often used in combination and at higher doses. In hospitals, antineoplastic drugs are most often used in the pharmacy, oncology units, some outpatient clinics, the operating room and care units. In the United States it is estimated that during the course of their work 5.5 million workers are exposed to hazardous drugs or their wastes.

Exposure is possible throughout the medication circuit in the hospital or at home. The medication circuit includes all of the steps through which drugs travel – from receiving dock to the storage facility – as well as its preparation, administration, elimination in the excreta and in its waste. A number of individuals may be exposed throughout this circuit: the transport and receiving workers, pharmacists, physicians, nurses and patient service associates involved in patient care following the administration of hazardous drugs.

To download, visit:

<http://www.irsst.qc.ca/files/documents/PublIRSST/CG-572.pdf>

Contact details:

Communications Division, IRSST  
<http://www.irsst.qc.ca/en/home.html>

trained workers all through the operations, has helped me to ensure safety at work. Younger workers have a tendency to work fast and skip a few points during checks and cross-checks designed to ensure safe operations. In respect to a lot of older workers, there is that problem of forgetting. A full check, ticking off each point against the items involved as per the work schedule and a working discipline that does not permit any lapses in the system will help appreciably.

There are many things that need improvement in work operations. Starting with work discipline and a foolproof documentation, one can keep on improving systems so that, in the ultimate analysis, the desired levels of safety can be actually reached.

### Results of the Cross Check Project concerning the Evaluation of Asbestos in Bulk Samples and in Airborne Samples, conducted by JAWE in the fiscal year 2007

Sent by Masayoshi Karasawa, Special Adviser,  
The Japan Association for Working Environment Measurement (JAWE)  
e-mail: [director@jawe.or.jp](mailto:director@jawe.or.jp)

According to the business programme of the fiscal year 2006, JAWE, whose Chairman is Mr. Kizoh Hirayama,

Managing Director, General Manager, Personnel & Labour Relations Division, Nippon Steel Corporation, conducted

independently, for the first time in Japan, a nationwide "Accuracy Control Project by Cross-check of Blind Samples for the Evaluation of Asbestos Contents in weight", in Bulk Samples and Airborne Samples. This study was presented on the IOHA Newsletter of April 2008 and was continued in the fiscal year 2007, this time using both blind bulk samples and blind airborne samples in the three categories A, B and C. This kind of Cross Check Project is found rarely in the international community.

The purpose as well as the target group for this project were as the same as for the first one.

As before, the plan of this project includes:

- the preparation of three kinds of blind samples with regard to both bulk samples (blind bulk sample A, B or C), and airborne samples (blind airborne sample A, B or C), according to the degrees of difficulties of analyses of asbestos in weight (including the identification of the type of asbestos with regard to each bulk sample), or counting of such asbestos fibres as mentioned above, and,
- their distribution to the participants of this project.

The participants who applied to join this project, conducted analysis of one kind or more of these blind samples (including the identification of the type of asbestos with regard to bulk samples) under the General Plan for the Cross Check Project concerning the Evaluation of Asbestos in Bulk Samples and in Airborne Samples, which JAWE elaborated, according to the advice of the Experts Committee of Cross Check of Asbestos Analyses

(Chairman, Professor Toshio Nagoya, Waseda University) organized by JAWE. As previously explained, the most difficult samples are ranked as A, intermediately difficult samples are ranked as B, and moderately easy samples are ranked as C.

In the fiscal year 2007, JAWE prepared the kinds of blind samples of both bulk and airborne samples, ranked as A, B and C and distributed the bulk samples or airborne samples, or both, to the participants according to the scheme instructed by JAWE and their own applicants. Then, the participants conducted analyses of contents in weight of asbestos by X-ray absorption correction employing a metal plate substrate standard, utilizing an X-ray diffraction (XRD) method (including the identification of the type of the asbestos contained) or counting method utilizing Light Phase Contrast Microscope, and sent these results to JAWE.

The Experts Committee of Cross Check of Asbestos Analyses evaluated the results obtained by the participants in the cross check project and certificated the ability of those who succeeded in the evaluation under the standards, according to the difficulties of analyses of samples ranked as A, ranked as B or ranked as C, as decided by the Experts Committee.

As blind bulk samples of construction materials or sprayed materials, JAWE prepared, secretly and independently, ten kinds of samples (whereas for the 2006 project there were only four kinds) as listed in the following Table 1.

**Table 1 List of blind bulk samples**

| Type of blind bulk samples | The colour of label |  |
|----------------------------|---------------------|--|
| A-1                        | Purple              | <ul style="list-style-type: none"> <li>• The kind of asbestos contained and the range of the content of asbestos in weight</li> </ul>  |
| A-2                        | Green               |  |
| B-1                        | Red                 | <ul style="list-style-type: none"> <li>• Chrysotile or amosite</li> <li>• The content of asbestos in weight is less than the one of the blind bulk sample B or C</li> </ul>                                |
| B-2                        | Green               |  |
| B-3                        | Yellow              |  |
| B-4                        | Blue                |  |
| C-1                        | Red                 | <ul style="list-style-type: none"> <li>• Chrysotile or amosite</li> <li>• The content of asbestos in weight is less than the one of the blind sample C, more than the one of the blind sample A</li> </ul> |
| C-2                        | Green               |  |
| C-3                        | White               |  |
| C-4                        | Blue                |  |

With regard to blind bulk sample A, two types, A-1 and A-2, were distributed to the participants. With regard to blind bulk sample B or C, two kinds of blind bulk samples, consisting of a combination of samples from construction materials and from sprayed materials, were distributed to the participants, at random.

As to airborne samples, JAWE prepared, secretly and independently, three kinds of blind samples, as listed in the following Table 2.

**Table 2**

| Type of blind airborne samples | Specification of blind airborne samples   |
|--------------------------------|---|
| A                              | <ul style="list-style-type: none"> <li>• JAWE had prepared such chrysotile fibres as consisted of mainly the ones having less and/or more length of 5µm, and,</li> <li>• had dispersed these fibres in a sealed chamber and prepared the membrane filters where these airborne asbestos were collected,</li> <li>• then, each membrane filter was pre-treated with acetone and triacetin (glycerol triacetate), made transparent, sealed, thus being prepared for microscopic observation.</li> </ul>               |
| B                              | <ul style="list-style-type: none"> <li>• JAWE had prepared the mixture of two kinds of asbestos fibres (in this case, chrysotile and amosite), having different shapes, and,</li> <li>• had dispersed these fibres in a sealed chamber and prepared the membrane filters where these airborne asbestos were collected,</li> <li>• then, each membrane filter was pre-treated with acetone and triacetin (glycerol triacetate), made transparent, sealed, thus being prepared for microscopic observation</li> </ul> |

## From The Netherlands

### Executive summary: Prevention specialists – present and future<sup>1</sup>

Prepared by:

Harry Tweehuysen, President, Professional Society for Work and Organisation Specialists  
 Huib Arts, President, Dutch Occupational Hygiene Society  
 Victor Roggeveen, President, Dutch Society for Safety Science

#### 1. Introduction

This report deals with the position of the Work and Organisation Specialist, the Occupational Hygienist and the Occupational Safety Professional. The title of "Prevention Specialist" was tentatively chosen for these three specialists together. The three professions perform a wide variety of tasks that require both wide and deep knowledge; there is also overlapping of many tasks among them. In the past, legislation required expertise of these three professional to be included into occupational health services. This legislation is withdrawn, creating a need for a new reflection on their position in the market. Two studies and an invitational conference have led to the conclusion that the position of the prevention specialists in the market is currently unclear and that their field of activity is not always correctly understood. The scope of their specialty is not always clear, even for the specialists themselves.

From November 2005 until March 2007, a working group from the Professional Society for Work and Organisation Specialists, the Dutch Occupational Hygiene Society and the Dutch Society for Safety Science published the results of a study on "The future of the prevention specialist".

The first phase was a survey of developments in the field of working conditions, as seen by key stakeholders, namely: representatives from employers, workers, the government and occupational health services. This study resulted in the report "Modernisation of work quality" (Janssen, 2006). The report shows the fundamental change in relationships in the field of working conditions. The government is withdrawing as the legislator and transferring the responsibility for good working conditions to employers and workers. Within these new relationships, the government prescribes the goals and moves away from their former descriptive approach. Employers' and workers' organisations should translate the goals into good practices, which in many cases are sector specific. The good practices can be laid down in the so-called "working conditions catalogues".

The key persons have concluded that working conditions professionals have a problem with their image, and that this problem is even greater for occupational health services. These persons and organisations are held responsible for a proliferation of useless regulations.

Prevention specialists can deal with this image problem by a better market orientation. There is a need for a multiform development of the professional's contribution to the quality of working conditions in the Netherlands. The basis is the professional's own expertise and professionalism. But the "social attitude" towards employers' and workers' organisations, as well as towards individual employers and workers, will determine the success of their advice. Professionals are expected to propose and to help implement "working" solutions. Solutions should be multidisciplinary, evidence based, cost effective and, most of all, suitable for the company in question. Therefore, thorough knowledge of the sector for which the professional works is indispensable. Evidence based solutions will become more and more important. Service providers should always keep in mind the differences in sizes of companies and sectors.

The working group of the three professional societies for prevention specialists has circulated a questionnaire about the current (working) situation of their members and about the members' vision of the future. The respondents see the need, from the market, for multidisciplinary advice. Looking at the future, the respondents consider knowledge more important than legislation, consider cooperation with other professional societies and with the social partners very important, attach value to the development of scientifically based state of the art guidelines, and would welcome encouragement for working conditions innovations.

A summary of the two reports was presented at an invitational conference with representatives of employers and workers organisations, sector organisations, individual employers and educational institutions for working

conditions. Representatives of employers, workers and the government have presented their vision on the future developments.

The conclusions from the discussion were:

- to ensure healthy and safe working conditions is a field of work, which is too diverse to be dealt with by the three prevention domains in isolation;
- innovations should focus on control measures that are both effective (reduce risks) and efficient (at reasonable costs): the so-called “smart solutions”; also, contribution to better working conditions should be proven (“evidence based”);
- knowledge of the sector is an important dimension of adequate preventive interventions;
- professional societies should further improve communication and entrepreneurship skills of their members;
- effectiveness of professional advice should be part of the certification systems;
- instruments meant for do-it-yourself risk surveys are often too extensive and complex for a lay person; moreover, they are unsuitable to analyse complex situations.

## 2. The vision of the Professional societies

New legislation provides a key role for employers and workers, concerning working conditions. Gradually but certainly, knowledge about hazards, risks and preventive solutions will take over the role of former legislation. The focus is shifting from risk surveys to implementation of “smart solutions”. Not “must”, but “can” and “want” are the new “buzz” words.

This creates new roles for the prevention professional. Besides the traditional role of surveying and inspecting, and that of a research scientist (for evidence base knowledge), these professionals must also act as developers of “smart solutions” and specialists on their implementation, including the required risk communication and training.

Scientific research will remain important, but it must encompass new models to translate its results into practice. A role for inspection and surveillance will also remain, including checking the effectiveness of preventive measures and supervising their proper functioning over time. In the new setting, this role will require a broadening and deepening of knowledge and experience.

In the new legal setting, the social partners manage working conditions. It is not assured that they will involve the prevention specialists who should, however, become more active in offering services to develop sector specific regulations, e.g., working conditions catalogues. This will raise the profile of prevention specialists as THE experts for their interdisciplinary, field of work.

### ***Roles of the prevention specialist***

#### **1. Inspecting and surveying**

This professional will work within the framework set by the company, will survey the implementation of measures and will make risk surveys with standard instruments. The role of inspecting and surveying is a broad one, but

specialisation in a specific sector or a specific type of risk may be desirable.

#### **2. Implementing**

Implementation is a task for a more specialised professional, who must be able to apply knowledge developed by researchers and analyse the advantages and disadvantages of various implementation techniques. The employer should be advised about the consequences of each choice. There are two ways to specialise: in one specific sector or in one specific risk factor.

#### **3. Solution oriented research**

One additional role is in solution oriented research. This professional will conduct scientific research, investigate known and new risks, analyse complex situations within companies, or find new solutions for new conditions within a company. These solutions should be based on sound scientific research and focus on applying their results to new situations. Professionals should look for both good and economically achievable solutions. These so-called “smart solutions” should be published.

#### ***The future***

The professional societies realise that the field of working conditions cannot be easily split up. Several domains work in this field, and a form of specialisation will be indispensable to develop more in-depth knowledge. Developing proper solutions will require specialist knowledge for the majority of the current problems. It is not possible for one professional to have a thorough command of this matter, to work with it and subsequently translate it into an understandable advice.

The fact that professional societies have formally agreed to stimulate and guarantee cooperation is a very encouraging step. Multidisciplinary guidelines are already a positive result. But, of course, there is a need to move on. If members of societies know how to communicate and collaborate with each other, solutions reaching far beyond the mono-disciplinary level can and will be elaborated. This will lead to better, more practical and more applicable solutions. The professional societies intend to be the platform where knowledge meets and cooperation is guaranteed.

A large part of prevention specialists feels the need to develop entrepreneurship and communication skills, since lack of these limits their operational capabilities in business networks as well as in internal consultations. The development of these skills will contribute to the quality of their professional performance. Prevention specialists work beyond the borders of their domain, but are insufficiently educated in adjacent domains; professional societies can cope with this unwanted situation, for example, by developing educational modules to help them overcome these gaps. There is not such a thing as one market; there are various areas of work that require a number of different skills, hence there is room for a multidisciplinary intermediate (vocational trained) technician, just as there are already medium level safety technicians.

Especially small and medium sized enterprises need such experts. Integrated skills for working conditions, the environment and quality would be welcome.

The level of advice for management differs from that for the shop floor. Professional experts ask for scientifically based advice. For others, the “proof of the pudding” is by eating. Advice must be tailored to the audience, the subject and the relevance. Advisers should be more thoroughly instructed in this aspect and professional societies want to put this on the agenda of the educational institutes.

### **Concluding remarks**

After years of development, the field of working conditions has matured to a field of qualified professionals. Professional societies are focussing on clarifying the positions of the various professionals. Different levels and different fields of interest will be made more explicit. The market will be able to make more and better use of the skills of working conditions professionals.

The working conditions field is still developing. Knowledge and skills will, to a large extent, replace legislation; therefore the demand for professionals will increase. Professionals must and will develop themselves, and the professional societies will offer the platform. In summary, a wonderful future can be foreseen for a wonderful profession.

### **3. The agenda for the professional societies**

Based on this report, the professional societies for prevention will deal with the following items in the near future:

**Strengthening and expanding cooperation.** The professional societies cooperate at several levels, not only in developing and intensifying knowledge, but also in keeping in touch with the market and in

positioning their knowledge among employers’ and workers’ organisations.

**Developing multidisciplinary evidence-based guidelines.** The societies will apply for grants to develop these guidelines.

**Promoting innovation in the field of working conditions.** The professional societies will designate topics for innovation and apply for grants to support their investigation.

**Upgrading competences.** This is the core business of professional societies. For the individual professionals the key question is: “are work and training in balance?” In the near future this will lead to changes of several training curricula.

**Developing curricula for additional training modules.** Whenever professionals work beyond their own education and competence, the need for additional training will be emphasized and continuing education opportunities provided.

**Expanding and improving access to knowledge.** Professional societies are establishing a professional knowledge network that can be linked to platforms of multidisciplinary skills. Knowledge is to be gathered by and for members.

**Certification.** The certification systems of the professional societies will be harmonised, and will be expanded in order to also assess the extent to which advice to clients is effective and efficient.

<sup>1</sup> Where the male form is used, the female form can be read as well

## **FROM SWEDEN**

### **Attractive Work**

Sent by: Ing-Marie Andersson and Gunnar Rosén  
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Even in developed countries, difficulties have been encountered in the establishment of manufacturing industry; in fact, this has been an increasing problem due to the lack of properly trained workers. This is particularly true for small-scale enterprises. The problem will probably increase in 5 to 10 years because a large proportion of the workforce will be retiring. According to a study carried out by Manpower<sup>2</sup>, 30% of European companies typically report difficulties in filling positions. Another study also showed that around 30% of companies in Sweden, which had possibilities to develop, mentioned “lack of staff” as the most important obstacle for growth<sup>3</sup>.

Since 2000, in Sweden, Dalarna University, in collaboration with the National Institute for Working Life, has conducted research on the topic of “attractive work” in the manufacturing industry. The projects have been usually carried out jointly with companies, local organisations for trade and industry, educational institutions and other relevant stakeholders.

The research has been highly interactive and has focused on the concept of attractiveness, that is, determining which features in a company should be developed to increase

interest among young people to work in the manufacturing industry. The results indicate that the work environment, both in its traditional meaning and in its broader sense, is important when young people make decisions concerning their professional career. Even after the closing down of the national research institute (NIWL) in Sweden, this research has continued and has, in fact, been further developed at Dalarna University. The authors of this text, former staff of the NIWL, had already moved to the University, before the close down and this was important for the continuation and further development of this research area.

Two doctoral theses have already focused on “attractive work”. One thesis had its starting point in small manufacturing companies that, during more than five years, had been engaged in the process of developing more attractive work. The purpose of this thesis was to develop knowledge and understanding concerning the processes aimed at creating more attractive work. The results of the analysis are being applied both to actual development processes in the five manufacturing companies and to the elaboration of local training programmes for the development of more attractive

industrial work<sup>4</sup>. The other thesis had its starting point in problems of recruiting and retaining personnel in woodworking companies. Companies and other stakeholders, as well as researchers aimed at the goal of creating work that people, especially young ones, would like to have and where they would want to stay. The primary purpose was to create deeper understanding of the characteristics of attractive work. A distinction has been made between “what makes work attractive” and “changes of attractiveness”<sup>5</sup>.

Two studies, which were common for both theses, dealt respectively with young people’s perception of work in industry, and, a deeper understanding of the characteristics of attractive work for an individual.

The primary purpose of the first study provided data, which can be discussed and used in a development project aimed at increasing work attractiveness. Opinions of young people and of employees, respectively on ideal work and on actual industrial work were collected. All youths in the ninth grade in two municipalities and employees in small engineering workshops and in log house firms participated in the study. The results demonstrated that the work environment, as well as the treatment that youths experience when in contact with industrial enterprises (e.g. by practical occupational experience, educational visits etc.) has great importance for their opinion<sup>6</sup>.

The purpose of the second study was to generate deeper knowledge and understanding of what makes work attractive, to create a model and to test the possibility to generalize the model. Three different categories have been identified, namely:

- **attractive work characteristics**, which include factors related to what and how the workers do while performing their job and carrying out specific

work tasks, for example, working speed, freedom of action and diversity;

- **work satisfaction**, which depends on factors related to what the workers think when they are not doing the job, for example, acknowledgement, status and stimulation;
- **attractive working conditions**, which include factors that are common for every employee within a company or organization, and which are not dependent on the other two, for example, working hours, physical work environment and leadership.

The model of attractive work represents an overall picture of what makes work attractive and it can constitute a basis for continued research or development work<sup>7</sup>.

There is no simple answer to the question “what a company with problems to recruit properly trained staffs has to do”. To begin with is it important to understand where the problem mainly stems from. Usual comments from managers were that schools and media gave a wrong picture of work in industry; they did not acknowledge their own responsibility in giving a non attractive image. It was possible to influence managers’ opinion by facing them with young people’s and the society view on industrial work. By starting an internal process through a questionnaire based on the model of attractive work, it was possible to identify areas for urgent improvement. Those areas have very much in common with the main focus of occupational hygiene, that is, to create a safe workplace. In both above-mentioned theses it was clear that measures that aim at reducing hazards also increase the staff opinion on the attractiveness of their work.

<sup>2</sup> Talent Shortage Survey 2007, Global Results, Manpower

<sup>3</sup> Företagsbarometern, April 2008, Sweden

<sup>4</sup> Activities and learning for attractive work. Development processes in engineering companies. Mattias Åteg (2006), KTH, Sweden (In Swedish)

<sup>5</sup> The dynamics of attractiveness – studies of changes in the attractiveness of work. Ann Hedlund (2007), KTH, Sweden (In Swedish)

<sup>6</sup> Hedlund A, Åteg M, Sconfienza C, Andersson I-M & Rosén G (2003) A study of youths and employees opinions on work in two municipalities in Dalarna. *Arbete och Hälsa* 2003:2. (In Swedish)

<sup>7</sup> Åteg M, Hedlund A & Pontén B (2004) Attractive work. From employees’ statements to the making of a model. *Worklife in Transition* 2004:1, Sweden (In Swedish)

## FROM VENEZUELA

### News on Occupational Hygiene from Venezuela

Sent by Eric Omaña

Chief of Occupational Hygiene of PDVSA

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### The State Petroleum Venezuelan Company Develops an Intensive Plan for the Education of Occupational Hygienists

The Presidency of the Republic Bolivariana of Venezuela issued directives in the sense of turning the State Petroleum Venezuelan Company (PDVSA) into one of the companies of major productivity of the world, as well as with more safety and health for its workers, and a minor impact on the environment. In agreement with this directive, the company has started a training programme; since 2007, 98 engineers have followed graduate studies in occupational hygiene (about 50 % of the students), in industrial safety and in environmental protection.

At present, PDVSA produces three million barrels of oil a day and has three refineries, one of them being the largest

refinery in the world. Moreover, the plans are to produce, by the year 2012, five millions of barrels a day, and to have three additional refineries. The plan consists of duplicating the number of workers by the year 2012, therefore it will be necessary for PDVSA to have professionals in the field of occupational and environmental health in sufficient numbers and with high academic education (including on primary prevention). We are working towards the creation of a Master’s Degree programme in occupational hygiene.

Our goal has been to change the inadequate situation, which prevailed until 2002, when PDVSA had only 3 people working in occupational hygiene in order to support more

than 75,000 workers, to a situation when PDVSA will have 52 occupational hygienists (meaning a rise of 1,000 %), by December 2008. This was a difficult goal, which however, is being gradually attained.

Among many experiences that we would like to share with colleagues worldwide, we would like to mention that we have achieved changes that had a positive impact on the health, safety and well being of our workers, for example, less accidents, better water quality, more pesticides control than in the past and, for the first time in PDVSA, workers

are receiving information about their occupational exposures. Pesticides control is relevant in view of the need to combat mosquitoes, which are vectors of diseases, such as malaria, yellow fever and dengue, endemic in some oil field areas.

For additional information on this communication, please, contact to Eric Omaña, Occupational Hygienist, E-mail: [omanaee@pdvsa.com](mailto:omanaee@pdvsa.com)

## Obituaries

### Pierre-Olivier DROZ, Occupational Hygienist – CIH, Institute for Work and Health, Lausanne, Switzerland

Sent by Michel Guillemin

E-mail: [Michel.Guillemin@hospvd.ch](mailto:Michel.Guillemin@hospvd.ch)



Pierre-Olivier DROZ passed away on 13 October 2008 after a long and difficult period related to cardiac problems. He was 57 years old and had 4 children, two of whom were very young (a 3 year old girl and a 6 year old boy). His family, friends and colleagues were shocked and saddened by his sudden death. At the professional level Pierre-Olivier was a great figure and he made a considerable contribution to the promotion of Occupational Hygiene, at both

the national and international levels.

After a MS in chemistry at the University of Neuchâtel (Switzerland) he obtained a PhD with a thesis on PB-PK (physiologically based pharmacokinetic) modelling. He came to Lausanne to join, at the University, the team who were developing occupational hygiene in conjunction with occupational medicine. From there he was sent to the NIOSH (USA) for a year to be trained and educated in Occupational Hygiene, passing the ABIH examination to become a Certified Industrial Hygienist. Back at Lausanne he developed research and services, and participated in the development of Occupational Health and the creation of the Institute for Work and Health.

The high scientific quality of his research rapidly gained him an international reputation, illustrated by invitations to join renowned committees, such as the BEI (Biological Exposure Indices) Committee of the ACGIH (American Conference of Governmental Industrial Hygienists). Very creative and hard working he ran many research projects

not only on toxico-kinetics modelling but also on biological monitoring, strategies of occupational exposure assessment, skin absorption, variability of exposures and biomarkers, etc. He was very successful in obtaining research grants. He was also a very good teacher and he contributed to a large extent to the success of the *Master of Advanced Studies* run by the Institute in Lausanne and the Institute for Hygiene and Work Physiology of the Swiss Federal Institute of Technology in Zürich (now the Centre for Work Organization). He gave courses at the University of Lausanne and at the Swiss Federal Institute of Technology in Lausanne and lead several PhD theses. Although he was mainly involved in research he kept close contacts in the field for services and expertise with a special emphasis during the last few years on the relationship between the working conditions and the health effects observed by the occupational physicians of the Institute. He was aware of the importance of the cross fertilization between services in the field and research.

Pierre-Olivier made also considerable efforts to help some French speaking countries under development in Africa, where his contributions to the promotion of Occupational Hygiene by training and education were highly appreciated.

A founding member of the Swiss Society for Occupational Hygiene, he was President for two years and took responsibility to begin the process for a recognition of the Swiss system of education for Occupational Hygienists by the IOHA (International Occupational Hygiene Association) where he became a member of the its NAR (National Accreditation Recognition) Committee.

He was charming, unaffected and friendly, and he will be greatly missed.

### Dr. Bernardo Bedrikow (Brazil)

Sent by René Mendes

Past President of the Brazilian Association of Occupational Medicine

ICOH Board member

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Brazil, Latin America and the World have lost a pioneer and leader in the field of Occupational Safety and Health – Dr. Bernardo Bedrikow – who passed away on 6 October 2008, just five weeks before turning 85 years. Bernardo

Bedrikow is considered, respected and loved – along with Diogo Pupo Nogueira and Oswaldo Paulino – as one of the most outstanding professionals who pushed forward the development of Occupational Safety and Health, in Brazil,

in the Region of the Americas, and in other parts of the world. A Medical Doctor graduated in 1947, he got his Master Degree in Public Health at Harvard School of Public Health, in the early 50's, and then, attended a training program at the Institute of Occupational Health in Lima, Peru. Back in Brazil, he dedicated his career to the development of an Outpatient Clinic on Occupational Diseases of the Social Service of Industry (SESI), in São Paulo, which became a local, regional and national reference for research and training in Occupational Pathology, Toxicology and Industrial Hygiene in this country. Also, he served the School of Public Health of the University of São Paulo and the School of Medical Sciences of "Santa Casa" of São Paulo, as Professor of Occupational Medicine. In 1977, he was hired by the International Labor Office - ILO, as Regional Adviser of Occupational Safety and Health for Latin America and the Caribbean, based in Lima, Peru. In 1981, he was transferred to the ILO Headquarters, in Geneva, where he served in the Section of Occupational Medicine, until his compulsory retirement in 1985. Back in Brazil again, he spent 23 more years as Consultant and invited Professor, with and for several institutions, mainly the Social Service of Industry (SESI), the ILO's Office in Brasília, the Ministry of Labor, the Ministry of Health, the Fundacentro



Headquarters in São Paulo, the State Secretary of Health (São Paulo), the School of Medicine of the University of São Paulo, and the School of Medical Sciences of "Santa Casa". Within a broad scope of interests and a comprehensive area of scientific knowledge and erudition, he was active in the ICOH family and in several ICOH events. Always committed to Workers' Health values, Dr. Bernardo Bedrikow played a long-term role as a reference of good practice and a permanent availability and interest in advising young generations of health professionals. We will miss him a lot.

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