

CAMPAIGN GUIDE



Healthy Workplaces

2010-2011

HEALTHY WORKPLACES.
GOOD FOR YOU. GOOD FOR BUSINESS.

**A EUROPEAN CAMPAIGN ON
SAFE MAINTENANCE**



European Agency
for Safety and Health
at Work

Healthy Workplaces

Campaign guide. A European campaign on safe maintenance 2010-2011

Photographs

FOTOLIA ©

EU-OSHA photo competition 2009

ISBN 978-92-9191-283-4

DOI 10.2802/18425

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Printed in Belgium

PRINTED ON WHITE CHLORINE-FREE PAPER



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WHAT IS MAINTENANCE AND WHY IS IT IMPORTANT?

INTRODUCTION: WHAT IS MAINTENANCE AND WHY IS IT IMPORTANT?

● The cost of poorly co-ordinated maintenance: the Piper Alpha disaster

On a July day in 1988, newsrooms around the world showed images of devastation, as an oil rig turned into a fireball. Flammable gas had ignited on the Piper Alpha platform in the North Sea, turning it within seconds into an inferno. In one of the worst incidents of its kind in history, 167 workers were killed.

What caused this terrible event? Condensate escaped when an attempt was made to bring a condensate pump, out for maintenance, back on line quickly, following the failure of the in-service pump. The condensate flashed off, found an ignition source, and caused an explosion, which ultimately led to the disaster. The incident was put down to a failure in the permit to work and associated isolation systems. Both of which are critical to ensuring maintenance can be carried out safely.

Piper Alpha is an extreme example but it shows how without proper co-ordination of the maintenance process the results can be catastrophic. In every industry sector, throughout the EU, similar stories could be told: accidents and ill health resulting not from 'acts of God', but because safety and health aspects were not considered when maintenance activities were being planned, or because proper maintenance had not been carried out, sometimes months or even years before. The sequence of events may not always be easy to trace, but in many, many cases, accidents and ill health in the workplace happen because adequate risk assessment hasn't been carried out, or because maintenance has been overlooked.



NCE TANT?

🔗 How maintenance can affect workers' safety and health

Maintenance (of plants, equipment, machines, workplaces) is essential to eliminate workplace hazards, and to create a safe working environment. Maintenance must be carried out in a safe way, with appropriate protection provided for maintenance workers and other people present in the workplace.

MAINTENANCE INCLUDES:

- *Acting when something fails (corrective maintenance), or*
- *(Ideally) - preventing it failing in the first place, usually through planned and scheduled action (preventive maintenance).*

Studies show that most accidents occur during corrective maintenance, when something has already gone wrong.

Maintenance can involve inspecting or testing workplace buildings and other facilities, work equipment or means of transport, and servicing, adjusting, repairing or replacing them.

Maintenance is easy to overlook. But without regular maintenance, things can go

catastrophically wrong, causing death or serious injury. Even small pieces of equipment, if they are not maintained, can cause serious problems. These problems can affect not only the workers directly involved, but other workers and even members of the public.

MAINTENANCE FAILURE – A NEAR MISS IN THE TRANSPORT SECTOR

On 24 November 2002 a First Great Western Train travelling from Swansea to London Paddington station at approximately 120 mph derailed shortly after it passed through a set of points close to Southall station. The train remained upright but travelled a further 2 miles passing an oncoming High Speed Train, through Hanwell station, and over a viaduct before coming to a halt. Thankfully there were no injuries to the 450 passengers on board, but the incident could have ended in much worse circumstances.

The cause of the derailment was poor maintenance of the area around the points and the presence of a fractured piece of a track joining plate, known as a 'fishplate', which had become dislodged.



⚙ Maintenance-related hazards and risks

Proper maintenance is essential, then, for managing workplace hazards and risks. Yet maintenance itself is a high risk activity. It is estimated that 10-15% of fatal accidents at work, and 15-20% of all accidents, are connected with it. In some sectors, over half of all accidents are maintenance-related.¹

MAINTENANCE FAILURE – SULPHUR DICHLORIDE PLANT

In 2005 an explosion at a sulphur dichloride plant at Catenoy, in Oise, France left three employees in hospital recovering from burns.

The accident occurred while maintenance was being carried out on a boiler. A report later found that there was no established maintenance procedure for the production and safety equipment, and that a complete prior risk assessment had not been carried out before maintenance began, and so the organisation had not been able to anticipate the conditions which could lead to an accident, or aggravate the initial consequences.

Maintenance workers are much more likely than other employees to be exposed to a wide variety of hazards – chemical, physical, biological and psychosocial. The effects on their health can be acute or chronic, and can include occupational disease, serious injury, or death.

HAZARDS FACED BY MAINTENANCE WORKERS

Physical hazards

- Slips, trips, falls from height, equipment-related accidents
- Noise
- Vibration
- Excessive heat and cold
- Radiation
- Heavy workloads
- Strenuous movements (carrying heavy materials, bending, kneeling, reaching, pushing and pulling, working in confined spaces), and working in awkward positions.

Chemical hazards

- Exposure to fibres (e.g. asbestos or glass fibres)
- Fire and explosion
- Contact with hazardous substances.

Biological hazards

- Bacteria
- Mould and fungi.

Psychosocial hazards

- Time pressure and poor work organisation, unsocial working hours.

¹ Maintenance and OSH – a statistical picture, EU-OSHA (2010)



IT IS ESTIMATED THAT 10-15% OF FATAL ACCIDENTS AT WORK, AND 15-20% OF ALL ACCIDENTS, ARE CONNECTED WITH MAINTENANCE

Maintenance workers are exposed to physical hazards, including exposure to noise, vibration (for example during maintenance of roads, tunnels and bridges), ultraviolet radiation, and adverse weather conditions.

Maintenance may be carried out in work areas where hazardous chemicals are present. Exposure to chemical hazards may be a particular problem when working in confined spaces, which may increase the risk of asphyxiation. There may also be exposure to asbestos (while maintaining old buildings or industrial installations for example), and dust, including carcinogenic wood dust.

Biological hazards include exposure to bacteria such as legionella pneumophila, and to Hepatitis A and B viruses.

Finally, there may be psychosocial hazards – such as stress – resulting from the adverse effects

of poor work organisation, or from working long or unsocial hours.

The risk of accidents during maintenance activities is high. Many accidents are related to work equipment and machine maintenance: typical maintenance-related accidents include falls from height, crushing by moving machinery and accidents involving falling objects.

Among the health-related problems that maintenance can cause, musculoskeletal disorders are common (because work is often carried out in a very cramped environment, or in very cold or wet conditions), while the inhalation of dust and fumes can lead to respiratory problems. Increased morbidity and/or mortality rates related to asbestos exposure can be found, for example, among building maintenance workers. Dermatitis may result from exposure to dangerous substances.



MAINTENANCE FAILURE – CHEMICAL SECTOR

In April 2003, three maintenance workers were killed when a gas oven in a chemical melamine plant exploded. The accident occurred in the DSM plant at Geleen in Limburg in the Netherlands.

The gas oven was fuelled partly by residual gases from neighbouring plants, which had to be filtered before use. The filters had to be cleaned regularly, which meant shutting down the plant and restarting it again afterwards. Restarting could be a time-consuming process, though, so the workers took a shortcut, which resulted in a combustible mixture of gas and air being created, which was the immediate cause of the explosion.

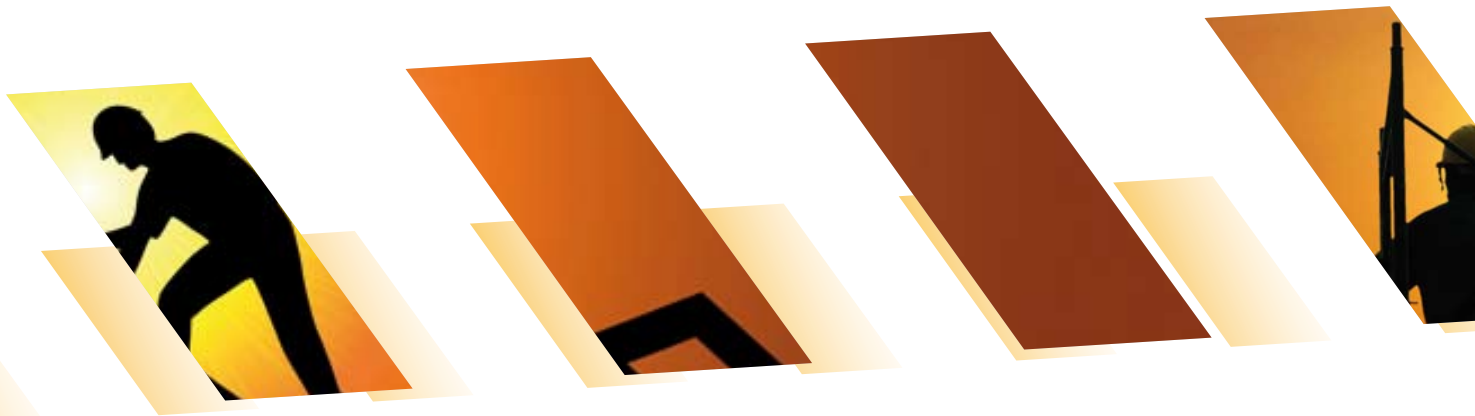
Investigations concluded that the underlying cause was the company culture, which allowed employees to take shortcuts.

The risks posed by maintenance are not just to maintenance workers themselves. Inadequate maintenance (using the wrong parts for replacement or repair, for example) may result in serious accidents to all workers in a workplace, and possibly to members of the public.

It is vital, therefore, that maintenance is carried out properly, taking into consideration workers' safety and health. That is why the Agency is publicising its advice on safe maintenance, and why it is organising the Europe-wide Healthy Workplaces Safe Maintenance Campaign, 2010-2011.

🔍 Whom does maintenance concern?

Maintenance is a very common activity. It affects every workplace, in every industry sector, and it concerns everyone at every level (not just workers with 'maintenance' in their job description)





WHY CARRY OUT MAINTENANCE?

WHY CARRY OUT MAINTENANCE?

In European workplaces, maintenance is, in the first place, a legal responsibility. Since 1989, a number of European directives have been adopted, laying down a general framework of minimum requirements for the protection of workers. These

directives also apply to maintenance activities. First and foremost among them is the Framework directive, which places an obligation on employers to carry out a risk assessment at work.



DIRECTIVES RELEVANT FOR SAFE MAINTENANCE - EXAMPLES

- 89/391/EEC (the 'Framework Directive'), lays down the general principles concerning the protection of workers against occupational accidents and illness;
- 89/654/EEC, covers the minimum requirements for workplace safety;
- 89/655/EEC, concerns the minimum safety and health requirements for the use of work equipment;
- 89/656/EEC, covers the minimum health and safety requirements for the use of personal protective equipment in the workplace.
- 92/57/EEC on the implementation of minimum safety and health requirements at temporary or mobile construction sites;
- 98/24/EC concerns the protection of workers from risks related to chemical agents;
- 83/477/EEC deals with the protection of workers from risks related to exposure to asbestos;
- 2006/42/EC, covers essential health and safety requirements relating to the design and construction of machinery (ANNEX I Essential health and safety requirements relating to the design and construction of machinery).

For more information on European legislation relating to maintenance, see <http://osha.europa.eu/legislation>.



But more than this, employers have a moral duty to protect the safety and health of staff in every aspect of their work. They should do more than just meet their legal obligations: employers should lead by example, and demonstrate a real commitment to health and safety.

And in financial terms, getting maintenance wrong is extremely costly: it may involve loss of income, fines, the costs of legal action, a reduction in business productivity, and reputational damage.

Safe maintenance is in employers' own interests: good occupational safety and health (OSH) management is good for business, and it is a feature of efficient organisations. In the case of maintenance, also, there is a link between good OSH management and quality assurance procedures – a well maintained machine is more likely to make a consistently good product.

GETTING MAINTENANCE RIGHT

GETTING MAINTENANCE RIGHT

Common principles

The maintenance process is at the heart of good health and safety working practice. And while the specific details vary between industry sectors (depending on the specific types of machinery that are used, for example), there are still principles that are common to proper maintenance, in all of Europe's different workplaces.

These common principles include the need for maintenance to start with good planning, which covers health and safety aspects, and to follow a structured approach based on risk assessment, with clear roles and responsibilities for maintenance workers, clear guidelines to follow, adequate training and equipment, and regular checks to make sure that the work is done properly and that new risks haven't been created. It is essential to see maintenance as a process that needs to be managed

systematically, rather than as a single, simple task.

What Europe's workplaces need is an integrated, risk assessment-based approach to maintenance; one that takes into account at each stage of the maintenance process the safety and health aspects, and which directly involves workers in the maintenance management process. The Healthy Workplaces Campaign encourages employers to follow this integrated approach.



REDUCING RISKS AT SOURCE IN THE TRANSPORT SECTOR: NEDTRAIN

The core business of the company NedTrain (based in The Netherlands) is the maintenance of trains. NedTrain has recently been involved in a pilot project to design a workshop where maintenance of high speed trains can be carried out. The project has involved a number of innovations, including the introduction of an automatic lifting robot to prevent mechanics having to lift heavy loads, and a system that prevents a train from entering the workshop when another is being serviced.

This pilot project has shown that by involving employees and other stakeholders at the design stage, occupational safety and health risks can be reduced during the maintenance process.

🔧 Procurement of equipment

Planning can begin even with the design of work equipment, and by making sure that the necessary information for its safe maintenance is provided by the supplier or manufacturer of equipment.

Organisations should have procurement procedures in place, to ensure that they have the necessary tools and personal protective

equipment to carry out safe maintenance. For example, temporary lighting may need to be explosion-protected, or respirators may need to be provided when cleaning filters.

When new machinery or buildings are being procured, organisations should consider the ease of access that they allow for carrying out maintenance. Maintenance activities can put

workers in potentially dangerous situations, but risks can be reduced through good design of work equipment. of access that they allow for carrying out maintenance. Maintenance activities can put workers in potentially dangerous situations, but risks can be reduced through good design of work equipment.

GOOD MAINTENANCE IN THE ENERGY SECTOR: NOK

In 2007 the power supply company NOK (based in Switzerland) has introduced a new HighStep-System, to improve safety for maintenance workers climbing up pylons and high buildings. The system uses a load-bearing rail which is installed permanently on the structures that are to be accessed.

NOK expects that the number of accidents and injuries related to the climbing of masts and pylons will have been reduced to zero.

The system is also very cost-effective, since it enables workers to climb faster and use less energy doing so.

🔧 Outsourcing / subcontracting

A structured approach should also be followed when maintenance is outsourced – organisations still need to ensure that the work is carried out safely and thoroughly, even when they employ external contractors to do it. Large organisations can influence OSH standards of contractors through incorporating OSH in procurement and contracting.

Examples of good practice are available, showing how this can be done – they include ‘good neighbour schemes’ and ‘safety passports.’ Organisations should bear in mind any cultural and linguistic differences that exist with their external contractors (which can make good safety management difficult).



The FIVE BASIC RULES for safe maintenance

The Agency promotes a structured approach to safe maintenance, with five basic rules that workplaces in all industry sectors can follow. The **five basic rules** for maintenance are:

THE FIVE BASIC RULES FOR SAFE MAINTENANCE:

- *Planning;*
- *Making the work area safe;*
- *Using appropriate equipment;*
- *Working as planned;*
- *Making final checks.*

1. PLANNING

Maintenance should start with proper planning. Employers should carry out a risk assessment of the maintenance activities that they are proposing, and they should involve workers in this process. Among the things that they should consider are:

- The scope of the task – what needs to be done, and how it will affect other workers and activities in the workplace;
- The appropriate risk assessment that needs to be carried out: potential hazards have to be identified (e.g. dangerous substances, confined spaces, moving parts of machinery, chemical substances or dust in the air), and measures need to be developed to eliminate or minimise the associated risks;

- What is needed for the activity: who will be involved, what their individual roles and responsibilities will be, the tools that they will use, the personal protective equipment that may be needed;
- The time and resources that the activity will require;
- Communication between maintenance and production staff, and all other parties concerned.

The training of maintenance workers involved in a task (as well as those working around them) is an especially important aspect of the planning stage. The competence of the people carrying out maintenance, including inspection and testing, is vital to safety, and while most workers are involved in some aspect of maintenance, accidents may result if workers try to carry out tasks when they do not have the competence or experience to do so.

Employers need to ensure that workers have the skills that they need to carry out the necessary tasks, are informed about safe work procedures, and know what to do when a situation exceeds the scope of their training. Employers should think carefully about the ‘chain of command’ among those who are involved in a maintenance task, and any procedures that will be used for the duration of the activity, including reporting procedures if there should be a problem. This is especially important if the maintenance is carried out by subcontractors.

Consulting workers and keeping them informed is vital throughout the planning stage. Not only should employees carrying out a maintenance task be informed of the outcomes of the initial risk assessment, but they should also be involved in it. Because of their familiarity with the workplace, they are often in the best position to identify hazards and the most efficient ways of dealing with them. Workers’ participation in the planning process increases not only the safety of maintenance work, but also its quality.





2. MAKING THE WORK AREA SAFE

The procedures developed at the planning stage now have to be implemented. The work area needs to be secured (preventing unauthorised access, for example, by using barriers and signs).

The area also needs to be kept clean and safe, with power locked-off, moving parts of machinery secured, temporary ventilation installed, and safe routes established for workers to enter and exit the work area. Warning cards should be attached to machinery, with the date and time of lock-off, as well as the name of the person authorised to remove the lock – this way, the safety of the worker performing the maintenance on the machine will not be jeopardised by another worker inadvertently starting it up.

If possible, guards should be designed so as to allow minor maintenance on the machines without removing the safeguards. If the guard must be removed or deactivated, then lock-out procedures should be followed. Maintenance operators and workers shall be trained on how and under which conditions safeguards may be removed.

3. USING APPROPRIATE EQUIPMENT

Workers involved in maintenance tasks should have the appropriate tools and equipment, which may be different from those that they normally use. Considering that they may be working in areas that are not designed to have people working in them, and that they may be exposed to a variety of hazards, they must also have appropriate personal protective equipment.

For example, workers cleaning or replacing filters on extraction ventilation may be exposed to concentrations of dust that are much higher than normal for a particular workplace. Access to these filters, which are frequently located in the roof area, has to be made safe as well. The tools and protective equipment needed for the job must be made available (together with instructions in using them, if required), and used.





4. WORKING AS PLANNED

Maintenance is often carried out under pressure – for example when a fault has brought the production process to a standstill.

The work plan needs to be followed, even when there is time pressure: shortcuts could be very costly if they lead to accidents, injuries, or damage to property. If something unexpected happens, it may be necessary to notify supervisors and/or consult with other specialists. It is very important to remember that exceeding the scope of one's own skills and competence may result in a very serious accident.

5. MAKING FINAL CHECKS

The maintenance process needs to end with checks to make sure that the task has been completed, that the item under maintenance is in a safe condition, and that all waste material that has been generated during the maintenance process has been cleaned away. When all is checked and declared safe, then the task can be signed off, and supervisors and other workers can be notified. The final step involves completing a report, describing the work that has been performed and including comments on any difficulties that have been encountered, together with recommendations for improvement. Ideally, this should also be discussed at a staff meeting where the workers involved in the process, as well as those working around them, can comment on the maintenance activity and come up with suitable suggestions to improve the process.

GOOD MAINTENANCE IN THE CHEMICAL INDUSTRY: BASF

When maintenance is carried out on installations and pipes that contain dangerous substances, the risk of coming into contact with those substances cannot be entirely prevented through technical measures: pockets of chemical residue can always be found in dead spaces. At the BASF site in Ludwigshafen, Germany, 225 production units are supplied with liquid

and gaseous chemicals through more than 2,000km of pipes. The company has introduced a number of safety measures, including a well-defined work flow which covers every step of the maintenance process, from risk assessment before starting the work to remounting pipes at the end. In addition, company management actively supports the training of employees

and contract workers, and encourages a lively safety culture.

As a result of these actions, notifiable accidents in maintenance due to exposure to dangerous substances have declined since 2003, while general accident numbers remain far below the industry average.



ABOUT THE CAMPAIGN

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The Healthy Workplaces Campaign 2010-2011, which is co-ordinated by the European Agency for Safety and Health at Work and its partners in the 27 EU Member States, supports a wide range of activities at the national and European level that promote safe maintenance.

The Campaign is backed by the EU Presidencies of Spain and Belgium in 2010 and of Hungary and Poland in 2011, by the European Parliament and the European Commission, and by the European Social Partners.

The Campaign covers more than 30 countries, including all EU Member States. The approach it promotes is based on employers, employees and their representatives working together.

NATIONAL CAMPAIGN EVENTS

Events organised nationally for Agency Campaigns have included:

- *Competitions among art school students to design posters on an OSH theme (Warsaw, Poland)*
- *An exhibition at the Leonardo da Vinci Fiumicino Airport to promote a culture of safety among airport workers and passengers (Rome, Italy)*
- *A seminar for SMEs, looking at the OSH issues that affect them in particular (Vilnius, Lithuania)*

Campaign objectives

The main objectives of the Safe Maintenance campaign are to:

- Raise awareness of the importance of maintenance for workers' safety and health, of the risks associated with maintenance, and of the need to carry it out safely;
- Raise awareness of employers' legal and other responsibilities to carry out safe maintenance, and of the business case for doing so;
- Promote a simple, structured approach to OSH management in maintenance, based on an appropriate risk assessment (the 'five basic rules').



The ultimate aim, of course, is to help to reduce the number of people who are being hurt or are experiencing ill health as a result of inadequate maintenance or lack of maintenance, now and in the future.

🔗 Important dates

Campaign launch: 28 April 2010, World Day for Safety and Health at Work.

- European Week for Safety and Health at Work: October 2010.
- Good Practice Awards event: April 2011.
- European Week for Safety and Health at Work: October 2011.
- Campaign closing event: November 2011.

Many of the Campaign's events are focused around the European Weeks for Safety and Health at Work, which take place in October 2010 and 2011. The European Weeks, which have been running since 2000, are an annual series of events, to promote improved safety and health in the workplace. The Weeks have five objectives: raising awareness, providing information, developing and providing access to resources, encouraging activities that have an impact on the workplace, and identifying and recognising good practice.

As part of the Campaign, the Agency organises Good Practice Awards in occupational safety and health. The Good Practice Awards recognise those organisations that have found innovative ways of making consistent maintenance a routine part of their workplace management. European winners will be chosen in two categories: workplaces with 99 or fewer workers, and those with more than 100 workers.

GOOD PRACTICE AWARDS

Among many different winners, recent Good Practice Awards have featured:

- *A Swedish music venue that had found innovative ways of keeping sound levels safe, without compromising music quality;*
- *A Czech motor manufacturer which had set new standards in identifying risks on its car assembly lines;*
- *A Danish old people's home, which had found new ways of reducing the physical and mental strain that its employees were under.*



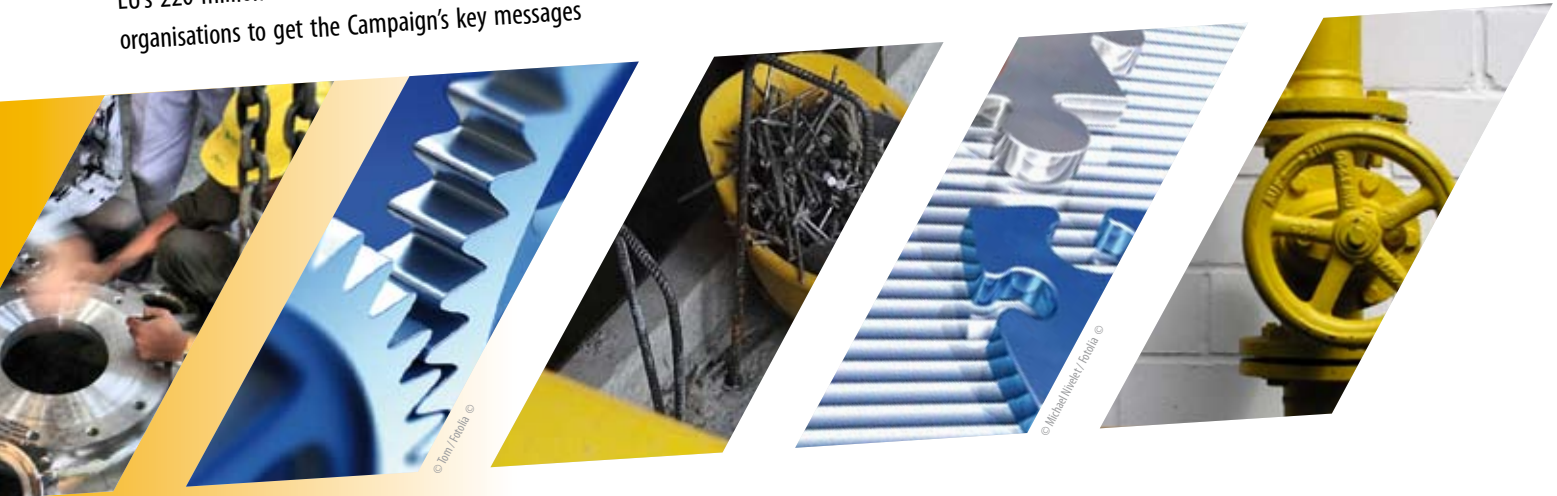
GET INVOLVED

GET INVOLVED

● How the Campaign works

Agency Campaigns depend for their success on the active support and collaboration of a wide range of stakeholders and campaign partners. We cannot act alone. If we are to reach out to the EU's 220 million workers, we need businesses and organisations to get the Campaign's key messages

across to their suppliers, contractors and neighbours, and to encourage them to participate in it. Large enterprises in particular have an interest in helping the smaller ones in their supply chains, working together to share experience and expertise.



PARTNER ACTIVITIES

Events that our partners in recent Campaigns have organised have included:

- *Mentoring of local SMEs in OSH subjects, and involving contractors in OSH training;*
 - *Presentations on safety in local schools;*
- *Poster boards and plasma screen presentations promoting the Campaign;*
 - *Safety crosswords and puzzles, with prizes;*
- *'Site Safety Oscar Awards', honouring employees who demonstrate an outstanding commitment to workplace health and safety.*





Who can take part?


The Campaign is open to all organisations and individuals at local, national and European level, including:

- Employers in the public and private sector, including SMEs;
- Managers, supervisors and workers;
- Trade unions and safety representatives;
- Employers' organisations;
- Professional associations;
- Safety and health institutions;
- Occupational Safety and Health professionals and practitioners;
- Training providers and the education community;
- Regional and local OSH prevention and insurance services.

How you can help us – ways to get involved

You can help us to raise awareness of the importance of maintenance and to give visibility to the Healthy Workplaces Campaign. There are many ways for you to get involved: they include downloading Campaign information material from the Agency site (for free), and using it at your own training and information events.

You could also:

- Disseminate information, campaign materials and press releases and news to your affiliated organisations and network partners;
 - Promote the Good Practice awards and encourage nominations among the organisations that you work with;
 - Provide links to the Healthy Workplaces Campaign on your website;
 - Discuss the Campaign at your meetings;
 - Show the posters, PowerPoint presentations, or NAPO cartoon films that the Agency provides for free;
 - Invite an Agency speaker to visit, or ask the Agency for the names of expert speakers.
- 



You can also organise your own activities – for example, maintenance training, conferences or workshops, film, video and multimedia information projects, poster competitions or quizzes, exhibitions and open days, safety demonstrations, suggestion schemes, advertising campaigns, ‘good neighbour’ schemes involving large and small employers, or press conferences and media activities.

Or you could take part in the Good Practice Awards, which recognise organisations of different sizes that have found innovative ways of promoting safe maintenance.

If your organisation would like to plan its own activities for European Week, or during the Campaign generally, we can help: our website provides examples of good practice, tips on how to organise and manage events, as well as forums for sharing ideas, giving feedback, and finding out what other people are doing.

If you would like to take part in the Campaign, get in touch with your national Focal Point (the Focal Points are usually the bodies responsible for workplace health and safety in each EU Member State). See Further Information for their contact details.

Risky maintenance





🔗 How we help you – recognition and Campaign Partners

In return for taking part in the Campaign, we give you visibility as an organisation that is dedicated to occupational safety and health.

By letting the Agency know what your organisation has been involved in, through a simple online questionnaire, you can have your participation recognised through a personalised Certificate of Participation which can be downloaded from the website to print and display, and an online flash banner for your website.

For organisations who are able to act on an international level, and who want to engage substantially in the Campaign, there is also the

option of becoming an official Campaign Partner.

Being a Partner organisation brings a number of benefits, including:

- Publicity on a dedicated section of the Campaign website, with your logo and contact details displayed prominently, together with details of the activities you have been involved in, and links to your website;
- Publicity for the events that you have organised, on a 'Calendar of Campaign events' on the Campaign website;
- Publicity for a senior figure in your organisation, who can be quoted on the Campaign website, alongside a photograph of them;

- The opportunity to promote relevant online press releases, reports and activities via the News Section of the Healthy Workplaces Campaign website and via our electronic newsletter *OSHmail*, which has over 35,000 subscribers.

- Promotion by the Agency: whenever the Agency promotes the Healthy Workplaces Campaign at EU level (e.g. to European stakeholders, social partners, the European Parliament and the European Commission, and at EU Presidency events, or the Good Practice Awards) or to the media, the Agency will publicise the official campaign Partners.





CAMPAIGN RESOURCES

CAMPAIGN RESOURCES

A wide variety of Campaign material is available to download from the Healthy Workplaces Campaign website: hw.osha.europa.eu.

This material includes:

- Factsheets;
- PowerPoint presentations;
- Posters and leaflets;
- Case studies of good practice;
- Ideas for organising your own Campaign activities, and news of what others are doing;
- News about Campaign events;
- Cartoon videos featuring the popular animated character Napo;
- Links to related sites.

This material is available in 22 official EU languages, and is free for organisations to use, and to distribute among their stakeholders and partners.

For more information about the Good Practice Awards, and to find out how else to get involved in the Healthy Workplaces Campaign, get in touch with the Agency's national focal point in your country:

http://osha.europa.eu/about/partners/focal_points/



The European Agency for Safety and Health at Work acts as a catalyst for developing and disseminating information to improve Europe's occupational safety and health (OSH). By bringing together representatives from governments, employers' and workers' organisations, as well as leading OSH experts in each of the EU 27 Member States and beyond, the Agency provides a reliable, balanced and impartial source of OSH information.



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ISBN 978-92-9191-277-3



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