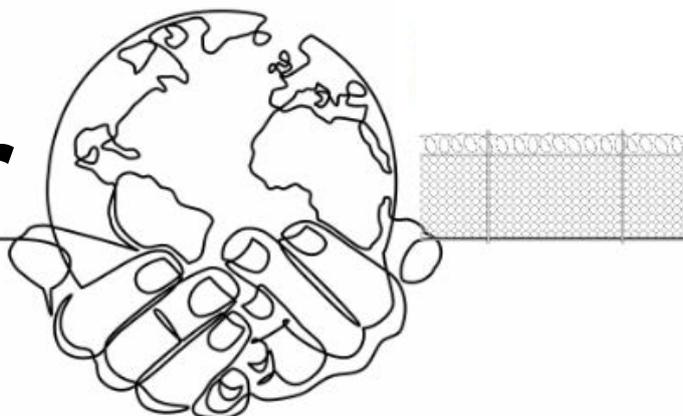




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Newsletter



Special number in the COVID-19 context

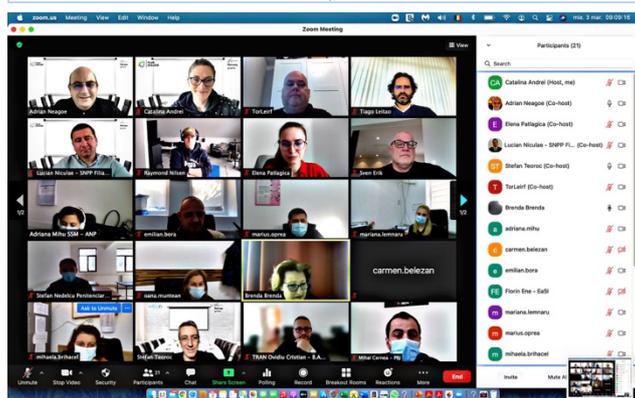
Activities ON and ON

Even though we would certainly prefer the physical meetings and activities, we still managed to organize and respect our program, our objectives and tasks. Within the December 2020 – March 2021, period, we had a lot of meetings: like management meetings, operational meetings and workshops. We are happy to share a short retrospective of the last 4 months:

Date	Activity
02.12.2020	Management meeting
22.01.2021	Management meeting
15.02.2021	Management meeting
03.03.2021	Workshop no. 1
23.02.2021	OSH training session
09.03.2021	OSH training session
11.03.2021	Workshop no. 2
15.04.2021	Management meeting
18.03.2021	Workshop no. 3
24.03.2021	Workshop no. 4



And now just some words about the activities: The OSH training course will be organized on the electronic platform developed within the Plus Dialog project, addressing all OSH committees' members and finalizing with a certificate of participation and granting professional credits, in accordance with the methodology of organizing and conducting the professional training of prison policemen. In order to prepare the access on this platform, in conjunction with providing additional information on the course itself, there were foreseen these three online sessions, organized on: 23.02.2021, 09.03.2021 and 12.04.2021.



Each OSH training course, organized in an online format, had for about 100 participants. After that, these participants were splitted in smaller groups, organized also in specific activities, in follow up workshops. The workshops, provided by the working package 3 – Institutional development, aimed to improve the functioning of the Occupational Safety and Health Committees of the Penitentiary

Police. The presidents of the branches of the National Trade Union of Prisons' Policemen and those responsible for the activity of Health and Safety at Work within the units distributed per event, were invited to participate in these activities. The developed topics attracted the attention of the participants, being involved in activities on work teams coordinated by the colleagues from EaSI and NAP, aimed on identifying specific OSHC problems, methods of solving (solutions or proposed measures), people responsible for solving problems, needed deadlines and mentioning other observations (respectively reporting mode). The ideas generated by such activities successfully contribute to the achievement of real and concrete objectives, not only theoretical and imagined. For so many times, the groups were very active, with debates, concerns and questions. We consider them as very successful activities. Also, we can not neglect to highlight the interventions of foreign partners, who brought a fresh air, with other perspectives and visions, arousing real curiosity from the participants.

Home / Plus Dialog



Resume course

Plus Dialog

★★★★★

29%

Program de formare - Securitate și sănătate la locul de muncă în Poliția Penitenciară

Acest program de formare își propune să ofere cunoștințe esențiale despre securitatea și sănătatea la locul de muncă în sistemul penitenciar și se adresează în special membrilor comitetelor de securitate și sănătate în muncă și personalului din cadrul penitenciarelor interesat de acest subiect.

Cursul conține o curricula cuprinzătoare care respectă cerințele legale privind formarea membrilor comitetelor de sănătate și securitate în muncă și informații suplimentare pentru a asigura bunăstarea angajaților, abilitățile lor de

[read more](#)

Content

MODULUL 1

- Formular de evaluare M1 (initial)
- Concepte de baza legate de securitatea si sanatatea la locul de munca
- M1 Studiu de caz 1: Obligatiile angajatilor

SHORT INFO

The training course – Plus Dialog

According to the International Labour Organization, there are about 374 million non-fatal work-related injuries each year, resulting in more than 4 days of absences from work. Additionally, annually, and worldwide reports point to a 2.78 million deaths per year as a result of occupational accidents or work-related diseases. In Europe, luckily, these figures seem to be way smaller, due to investment threefold: legislative framework, working conditions and protection investment and employee's training and preparation.

The Plus Dialog Consortium is aligned to the objective of creating awareness of the dimensions and consequences of work-related accidents, injuries, and diseases and to place the health and safety of all prison policeman on the priority list of the system.

More than that, the Plus Dialog project aims to enhance the capacity of the Romanian Prison Police to provide fair and decent work conditions by raising awareness and improving the activity of Health & Safety Committees. Each unit has an empowered commission which organizes meetings, at least on a quarterly basis, to analyze and deal with health and safety issues. In most of the cases, except for the person responsible for health and safety, all the participants have no training or preparation to perform their role in this committee. Despite the lack of preparation, they are expected to design effective and sustainable proposals, to present and sustain them to the remaining "prison community" – colleagues, inmates, and other stakeholders.

Therefore, under the Plus Dialog a Learning Programme has been designed to deliver new learning and teaching methods (new multidisciplinary curriculum, learner-centred and problem-based teaching) and to deliver updated information that can reach more prison police professionals. The final programme will reflect a joint development approach (transnational partnership level) and law requisites.

This training course aims to provide essential knowledge about occupational health and safety in the penitentiary system and it is addressed particularly to the members of Health & Safety Committees, but also to the prison staff interested in the subject.

The programme is having 7 modules that covers 50hours of training.

M1 - Basic concepts related to health and safety at work (8h00)

M2 - Legislative framework on occupational health and safety (7h00)

M3 - General and specific risks at work (9h00)

M4 - General notions of first aid (6h00)

M5 - Occupational health and safety committee (10h00)

M6 - Communication and collaboration (7h00)

M7 - ICT (3h00)

The H&S Learning Program is characterised by both, theoretical and practical methods of teaching, in order to enhance the learning outcomes of the participants and to give them practical suggestions useful for their work (case studies, videos, presentations in a multimedia format, leaflets, etc.).

Upon completion of the course, participants receive a graduation certificate and a number of professional credits.

How the safety and health committee is organized within the penitentiary police? ROMANIA

Consultation and participation of workers is an essential requirement in addressing occupational safety and health issues in a unit. In this sense, at the level of each unit in the penitentiary administration system, the Occupational Safety and Health Committee (OSHC) is organized and functions. The organization and functioning regulation of OSHC is approved by the Decision of the general director of ANP no. 664/2018, specific to the units in the penitentiary administration system. In carrying out its work, the OSHC promotes and supports cooperation, dialogue and decision-making in the field of occupational safety and health.

OSHC has the following composition:

a) president - the employer or the legal representative, respectively the general director or the deputy general director in the case of the National Administration of Penitentiaries, and, in the case of subordinated units, the director of the unit;

b) members:

(i) representatives of the employer with responsibilities in the field of occupational safety and health, appointed from among the managers / coordinators of the following structures: medical, human resources, logistics / financial. In the case of units that have external sections with more than 10 employees, the head of the external section must also be appointed as part of the OSHC;

(ii) representatives of employees with specific responsibilities in the field of safety and health of employees, who are, as the case may be, representatives of representative trade union organizations, or, if the union is not representative, representatives of the federation to which the union is affiliated, according to the Social Dialogue Law no. 62/2011, republished, with subsequent amendments and completions (Law on Social Dialogue), and, in the case of units where no unions are formed, the elected representatives of the employees;

(iii) the occupational medicine doctor;

c) secretary - the representative of the Department of occupational safety and health and environmental protection.

The number of employees' representatives with specific responsibilities in the field of occupational safety and health is equal to the number of the employer or his legal representative and the employer's representatives.

In the case of the National Administration of Penitentiaries, the composition of the OSHC is nominated by decision of the director general, and, in the case of subordinated units, the composition of the OSHC is nominated by decision of the director of the unit.

The representatives of the employees with specific responsibilities in the field of safety and health at work are elected for a period of 2 years, and, if one of them withdraws, the replacement procedure is started. Representatives of employees with specific responsibilities in the field of occupational safety and health are appointed by trade unions according to the law of social dialogue. The mandate of the employees' representatives is renewed by their reconfirmation or replacement by the trade unions.

The President shall ensure that the OSHC meets at least once a quarter or whenever necessary.

The agenda of each meeting is established by the chairman and the secretary, in consultation with the employees' representatives, and is sent to the members of the OSHC at least 5 days before the date set for the committee meeting.

The secretary of the OSHC convenes in writing the members of the committee by drawing up a convening notice, which must include the place, date and time of the meeting, as well as the agenda of the meeting.

The supporting materials for the smooth running of the OSHC meetings are provided by the secretary of the committee.

The OSHC is legally convened if at least half plus one of its members are present and takes decisions with the vote of at least two thirds of the number of members present. The president and the members of the OSHC have the right to vote.

At each meeting a report is drawn up by the OSHC secretary, and after signing by the members of the committee it will be displayed in a visible place (internal portal of the unit, notice board).

The OSHC Secretary sends a copy of the minutes of the meeting to the Department of Occupational Safety and Health and Environmental Protection of the National Administration of Penitentiaries, within 10 days from the date of the meeting.



Factors that affect the psychosocial health and safety within the penitentiary police

NORWEGIAN PERSPECTIVE



There are many factors that may affect the psychosocial health and safety for employees within the penitentiary police/prison service. I think for most employees it's the "total package" of positive and negative factors that sums up the psychosocial health and safety as a whole.

If I was to split those in three factors I would say:

The quantity and quality of your colleagues. It might be the most important factor for feeling safe at work (which again is a major factor in the psychosocial health and safety work environment) to have enough colleagues with adequate training. That also means that there's a bigger possibility for managing a good dynamic security in the correctional system. You can maintain a more dynamic security within your section/wing when the staff-

/inmate ratio is optimal and you also know and trust your colleagues. You feel adequate in numbers, and you know that your colleagues have the necessary training for the job - their tasks.

Rules and regulations must be adequate and well known to inmates and employees, and I also think that it's of great importance that the management enforces those and make sure that both the inmates and the prison staff comply with these rules.

Static security is also an important factor. There should be enough safety equipment and the staff should be well trained in the use of such equipment - if such use should be needed, but the goal should be that (as a result of numbers 1 and 2) the use of such measures was as little as possible.

.The importance of a if not optimal, then at least as well balanced as possible, work life balance.

Tore Lerifall – special advisor within YS

SOME WORDS about safety and health legislation

The Article 153 of the Treaty on the Functioning of the European Union mentions the authority of the European Union to adopt legislation (meaning directives) in the domain of safety and health at work, aiming to support and complement the activities of Member States. There are a wide variety of Community measures in the field of safety and health, adopted on the basis of this article. It is well known that European directives are legally binding and are mandatory to be transposed into national laws by Member States.

One of the most known recommendations, is the Pillar of Social Rights, published in 2017, aiming to deliver new and more effective social rights for citizens. It builds upon 20 key principles, including the right of workers to a high level of protection of their health and safety at work.

On the same time, the Directive 89/391/EEC, the so-called occupational "Framework Directive", lays down the main principles to encourage improvements in the safety and health of workers at work. It guarantees minimum safety and health requirements throughout Europe while Member States are allowed to maintain or establish more stringent measures. This includes in particular:

- The overall responsibility of the employer to prevent ill-health at work
- The obligation of the employer to take appropriate measures to make work safer and healthier
- Key elements of the safety processes (especially risk assessment and training)
- Inclusion of the workers and their representatives

It should be mentioned that the European Union occupational safety and health legislation is built around the terms „working environment" and „health". Both terms not being defined in the European Union legislation itself but really important for the context and understanding.

Another relevant directive, the Directive 89/654/EEC, referring to the minimum safety and health requirements for the workplace established basic conditions for safety and health at workplaces in general, aiming at introducing minimum measures in order to improve the working environment and to guarantee a better standard of safety and health protection. Also, like the "Framework Directive" (89/391/EEC) does, the 89/654/EEC Directive gives the employer the opportunity to decide about the improvement of measures that meet the best the risk profile of the company instead of merely complying with prescriptions and limit values. (<https://oshwiki.eu/>)



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PLUS
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The National Trade Union of Prisons' Policemen SNPP

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