

prevent | academy

Academy for Working Life

Editorial

All Prevent's training activities are now offered under the name 'Prevent Academy for Working Life'.

Prevent Academy for Working Life organises various courses in the general field of prevention and welfare at work. The range is huge and corresponds to needs in the field, including those of specific target groups.

Prevent Academy for Working Life has developed, in collaboration with KULeuven, a range of approved long-term training courses and continuing training programmes for safety advisers, environmental coordinators, confidants and security managers. These courses are presented under the name 'Lucina', and are held at the Château De Maurissens in Pellenberg (Leuven). A similar programme of approved continuing training courses in French is currently being developed.

Prevent Academy also conducts training at international level. In collaboration with the Nordic Institute for Advanced Training in Occupational Health NIVA, Prevent Academy organises an international course in quality of work and productivity (in English). The first part of this course will be held in Lapland in March 2010; the second part will take place in Pellenberg in September 2010.

Prevent Academy for Working Life is ISO 9001 certified. This label certifies that the courses meet the required quality criteria and aspire to continuous improvement and a high level of customer satisfaction.

The Prevent Academy range is described in a brochure: request a copy via customer@prevent.be. I hope to have the pleasure of meeting you at a Prevent Academy course.



Marc De Greef, Managing Director

	01
Editorial	02
Conference 'Quality of life at work: a challenge during the recession'	02
Prevent Academy awards the 'Golden Giraffe'	02
2010 diary	03
Survey	03
Training calendar: autumn 2009	03
Training: Techniques of ergonomics	04
Project: DM@Work	04
Inauguration of PEROSH secretariat in Brussels	04
Good practices: Move Europe	05
Conference: Hires Plus	05
Call for good practices	05
Prévention et Intérim competition	06
Order form	

Event

2nd Benelux conference on 'Quality of life at work: a challenge during the recession'

The ministers of employment and social partners from the countries of Benelux met in the Grand Duchy of Luxembourg on 25 May 2009 to discuss quality of work against the background of the economic and financial crisis.

Under economic and financial pressure, companies are confronted with the need to reduce production levels, cut jobs, encourage part-time and temporary work and subcontract certain tasks. As a result, workers are more exposed to the psychosocial risks caused by the stress of redundancy, changes in the way work is organised owing to the modification of tasks and the adaptation of working hours and teams. This can increase the risk of work accidents.



Yet high work quality, including special attention to health and safety, gives companies a competitive advantage. Companies which invest in quality of work, for example through training, are more attractive to workers, benefit from better labour relations, and motivate workers to stay at the company - all factors with a positive impact on productivity. In this way, quality of work contributes to sustainable entrepreneurship. The social partners from the Benelux countries described concrete cases of socially responsible initiatives with a positive impact on the economy.

The authorities are responsible for creating a framework which is favourable to the employment strategy and Community strategy on occupational health and safety. The representatives of the authorities of the Benelux countries presented their prevention policies.

The Dutch authorities called for sustainable purchasing criteria and respect for work standards, human rights and fair trade. By imposing social criteria, the authorities hope to have an impact on the entire distribution and production chain. The Belgian authorities stressed the importance of creating a prevention culture which takes account of psychosocial factors and mental health at work. An evaluation report on prevention actions is due in 2010.

Benelux's ministers of employment presented their visions and the measures they have taken in relation to the Benelux charter on occupational health and safety. The deputy prime minister and minister for employment and equal opportunities, Joëlle Milquet, represented by her principal private secretary, stressed the importance of continuing to work on occupational health and safety. A healthy, safe working environment has a positive impact on business productivity and indirect employment costs.

A report on the day has been published on the website www.prevent.be.

For more information about the conference, contact veronique.debroeck@prevent.be.

Event

Prevent Academy awards the 'Golden Giraffe'

The 'Golden Giraffe' was awarded during the Prevent Academy open day on 28 May 2009.

The prize is awarded for the final dissertation of a student at the Academy who, like the giraffe, stands out from the rest. It went to Linda Hendrickx for her dissertation 'Naar een geïntegreerd psychosociaal beleid binnen Manpower' ('Towards an integrated psychosocial policy at Manpower'), written as part of the Safety Adviser Level 1 course. Linda Hendrickx is a Health

2010 campaign 2010 diary



It is not too early to consider putting safety on the agenda for the year 2010. The various 2010 campaign materials featuring the annual posters are under preparation. The diary is a popular element of the overall campaign. Order it now in order to prepare for 2010 in safety.

Safety throughout the year

The diary is a useful tool for promoting health and safety on a day-to-day basis. As well as being handy and flexible, the Prevent pocket diary provides information and advice about health and safety at work. Every month, a particular theme is highlighted by means of powerful, concise messages, illustrated with practical, light-hearted drawings.

Three themes will be spotlighted in 2010: Maintenance, Drug Addiction and Eye Protection.

New in 2010: a leading personality will appear at various points in the diary.

A nice idea

Give the diary to your employees as an end-of-year present. They are sure to appreciate this small gesture demonstrating the importance you attach to a safe and healthy year!

Interested in a sample copy (2009 edition)? Fill in the order form at the end of the newsletter or contact customer@prevent.be, 02 643 44 44.

PreventAssist subscribers will automatically receive a copy of the 2010 diary together with the full campaign materials at the end of the year.

and Safety Manager at Manpower Belgium. In her dissertation, she starts by surveying the company as a whole, then outlines a policy on stress and other psychosocial problems. During the day, visitors were also able to obtain information about the courses organised by Prevent Academy. Past graduates were also present to talk about their experiences.

Survey

Young workers and occupational safety: a survey of companies

There were encouraging results in a recent survey conducted among young people in the third stage of secondary education regarding their awareness of health and safety and preventive measures.

Nearly 70% of the young people stated that they were not exposed to work-related risks. Over half of the young people stated that they were able to recognise dangerous situations at work. They draw on their own knowledge and experience in order to do so, and also say that they have learnt during their education to identify risks and take appropriate prevention measures.

But do these figures also reflect the situation in companies? How do companies themselves evaluate the risk perceptions of young interns and working students? Do they have the impression that young people are sufficiently well acquainted with the risks and the prevention measures, and that they put their knowledge into practice? And who is responsible for making young people aware of the risks?

We would love to know, which is why we are appealing to you. Help us form a picture based on actual practice by filling in the questionnaire. It contains 30 questions in 8 sections, and will take no more than about 10 minutes to complete. Thank you in advance for your invaluable assistance.

The questionnaire can be filled in online at <http://www.prevent.be/p/ENQUETE-03>.

Training

Training calendar autumn 2009

Prevent Academy for Working Life organise des formations sur les différents aspects du bien-être au travail. Vous pouvez consulter le programme complet de nos activités ou vous inscrire en ligne à une formation sur <http://www.prevent.be/p/training-03>. Ces formations peuvent également être organisées en entreprise sur demande.

Pour plus d'informations: tél. 02 643 44 44, fax 02 643 44 40, training@prevent.be.

Les formations organisées au second semestre 2009 sont présentées dans une brochure.

Formations (*)	Lieux	Dates	Prix (hors TVA 21%)
Connaissances de base pour les conseillers en prévention	Bruxelles	Jeudis 8, 15, 22, 29 octobre ; 12, 19, 26 novembre ; 3 décembre 2009	940 €
Techniques de l'ergonomie	Liège	Vendredis 8 et 15 septembre; 2, 9, 16, 23, 30 octobre; 13, 20, 27 novembre; 4 et 11 décembre 2009	1720 €
Management des risques: de l'analyse pratique à la gestion	Bruxelles	Jeudis 6 et 20 octobre 2009	470 €
TMS: analyse des risques et stratégies de prévention	Liège	Jeudis 15 et 22 octobre 2009	470 €
Ecrans de visualisation et mobilier de bureau: analyse des risques et stratégies de prévention	Liège	Jeudis 15 et 22 octobre 2009	470 €
Accidents du travail: de la déclaration à l'analyse	Bruxelles	Mardis 10 et 24 novembre 2009	470 €
La circulation dans l'entreprise: prévention et organisation	Bruxelles	Mardis 17 novembre et 1er décembre 2009	470 €
Motivation à la prévention	Pellenberg (Louvain)	Mardis 13 et 27 octobre 2009	470 €

(*) Des formations similaires sont organisées en néerlandais.

Training

Techniques of ergonomics (autumn 2009)

Prevent offers you a training course in which you master the tools and techniques involved in analysing jobs and applying an ergonomic approach to problem-solving.

Programme:

The course is based around the main concepts of ergonomics. All the parameters of the job are considered: mental and physical load, musculoskeletal disorders, prevention of back problems, ambiance factors, stress. All sessions take the form of workshops combining theory and practical exercises in the use of methods, handling tools and managing measurements (collecting, using and processing data and presenting results). At the end of the programme, guided tours of companies provide an opportunity to try out the knowledge that has been acquired in real-life situations.

The acquired skills enable you to:

- conduct an ergonomic analysis of a job
- carry out measurements
- present the results of measurements and analyses
- propose improvements
- evaluate achievements
- engage in dialogue with outside experts

Participants carry out and present an ergonomic analysis project, enabling their mastery of the skills to be evaluated. If they pass this test, they are awarded a certificate.

Dates: 12 days: 18, 25 September; 2, 9, 16, 23, 30 October; 13, 20, 27 November; 4, 11 December 2009

Price: €1720.00

Place: Liège

To consult the detailed description of this course and enrol online, go to <http://fr.prevent.be/p/7PDDF5-03>

You can consult the complete listing of our activities or enrol on a course online at

<http://www.prevent.be/p/training-03>.

The courses can also be organised on your company's premises on request.

More information about Prevent training courses:

tel. 02 643 44 44, fax 02 643 44 40,

e-mail training@prevent.be

Project

DM@Work - A reintegration policy tailored to the needs of four sectors

Premature departure from the employment market due to health problems is still one of the biggest challenges for Western social security systems. According to the latest statistics, 15% of workers in Belgium aged 15 to 64 face long-term health problems.

Prevent has been active in this area since 2004. With the Intro_DM project, Prevent has introduced the Disability Management (DM) method in Belgium. DM is a systematic, focused approach intended to make it easier to keep workers with reduced capacity at work or to reintegrate them into work, through concerted action which takes account of individual needs, working conditions and the legal framework (NIDMAR, 2000). The concept is characterised firstly by the systematic implementation of a reintegration policy at company level (disability management), and secondly by the provision of concrete support with returning to work for individual workers who have been off for a long time (disability case management).

With the **DM@Work** project, Prevent has sought to elaborate the reintegration method at company level in greater depth by means of a broad partnership (ACT Désiron, IDEWE, Adhesia, Mensura, ABVV, ACV, ACLVB, VBO and UNIZO). For four sectors, a systematic approach to job retention and reintegration will be devised, taking account of the differences between companies (sector, size, etc.) and the individual needs of the workers concerned.

The four participating sectors are: hospitals and healthcare; construction; petrochemicals; and public services. Prevention services and consultants working in the area of diversity policy in Flanders (project developers, sectoral consultants and diversity consultants) will develop tools with Prevent and ACT Désiron to impart responsibility to companies in these sectors, support them and give them guidance on a systematic basis.

The tools have been tested in several pilot companies. The final result will take the form of four sector-specific brochures describing a professional, integrated range of services, showing how a reintegration and job retention policy can be introduced in each of the sectors.

Network

Inauguration of the PEROSH secretariat in Brussels

As Belgian representative of the PEROSH (Partnership for European Research in Occupational Safety and Health) network, Prevent recently took on a European Affairs Coordinator, who is responsible for network coordination, external relations and communication.

The coordinator, Nele Roskams, will be working closely with the current president, the Dane Palle Orbaeck from the Research Centre for the Working Environment, in order to contribute to the development of PEROSH, to the consolidation of a robust network of research institutes and to improved visibility at European level. She will spend most of her time on coordinating and developing partnerships between the 13 research institutes in the network, based in 12 European countries. The secretariat will also assume a coordinatory role with regard to nine recently launched research projects.



More information: PEROSH secretariat, Nele Roskams, European Affairs Coordinator, tel.: 02 643 44 62, e-mail: nele.roskams@perosh.org.

Good practices

Move Europe: five companies gain a Good Practice certificate

At the 'Promoting occupational health' seminar held at Pellenberg on 31 March 2009, five companies presented their health policy to the public. They came away with Good Practice certificates.



In his introduction to the seminar, Marc De Greef, Prevent's managing director, stressed the advantages of promoting occupational health, laying particular emphasis on the point that healthy workers contribute to a healthy business. He went on to outline the results of the Move Europe campaign in Belgium, the objective of which is to encourage companies to introduce health promotion initiatives. In the light of this objective, the campaign can be pronounced a success. For example, over 400 companies completed the Company Health Check, giving them a picture of their current policy and ideas on how to improve it.

Five companies (Procter & Gamble, Solvay, ADMB, Fortis Bank, Delhaize) spoke at the seminar, recounting how they have integrated health in their general policies. The companies were selected by a panel of experts for their initiatives and their involvement in promoting occupational health.

More information: <http://www.move-europe.be> or contact karla.vandenbroek@prevent.be.

Conference

Hires Plus 'restructuring and workers' health'

As part of its involvement with the Hires and Hires Plus projects, Prevent recently organised a national conference.

The Hires project

At the beginning of 2008, the Hires project was started as part of the European Commission's PROGRESS programme. A group of European experts pooled their knowledge and visions relating to the theme of restructuring and health. The visions were presented in a publication which surveyed the scientific literature and described the role of the social actors and the tools in the area of health and restructuring. The Hires report also presents suggestions on European policy with a view to raising social actors' awareness of the issue and encouraging them to introduce a healthier restructuring process in Europe. In 2009, the Hires Plus project was launched. As part of this project, each participating country has organised a national conference about this theme.

Conference

The Belgian national conference was held on 6 May 2009. The agenda was particularly interesting. In the morning, various experts spoke. Claude Emmanuel Triomphe (France) kicked off the day with a brief summary of the Hires report and stressed the 12 recommendations at European level which are put forward in the report. Prof. Hans De Witte spoke about job insecurity as a factor in the restructuring process, and the repercussions it can have on workers' health. Greg Thomson (UK) described his experience of the trade union world and the various social actors who need to be involved in a restructuring process in which workers' health is taken into consideration. Michel De Gols brought the morning to a close with a presentation of the legal aspects which can be involved in restructuring, such as the Renault Law.

The afternoon focused on practice. In the first part, two good practice cases were discussed: the restructuring process at Ericsson (Sweden) and at Janssens Pharmaceutica. The speakers were able to show the audience how they had taken account of workers' health during the restructuring period.

The afternoon was rounded off with a lively debate in which the various social partners were involved (FBE; SPF Emploi, Travail et Concertation sociale; CSC; FGTB). A series of statements was submitted to them, on which they were asked to comment. The statements related to subjects such as the provision of support for those made redundant as a result of restructuring, the importance of clear communication plans before, during and after the restructuring process, the need to pay extra attention to workers whose employment status in the organisation is more vulnerable, such as contract workers, and the role of the labour inspectorate during the restructuring process.

The purpose of the conference was to highlight the importance of health during restructuring processes, to create more interaction between the speakers on the theme and to stimulate new initiatives in this area.

For more information about this project, contact sylvie.demeyer@prevent.be.

Good practices

Call for good practices in health promotion for young workers

As part of a project with the European Agency for Safety and Health at Work, Prevent is looking for good practices in health promotion at work, with particular emphasis on young workers. The term 'health promotion' covers elements such as promoting healthy eating and physical exercise, stress prevention and the introduction of a policy on smoking, drugs and alcohol.

The good practices will be published in a report by the European Agency.

If your company is taking initiatives in this area, please contact [Karen Muylaert, karen.muylaert@prevent.be](mailto:karen.muylaert@prevent.be).

Competition

Prévention et Intérim: summer 2009 campaign



As it does in the run-up to every summer, Prévention et Intérim (PI) is organising a competition for all student workers and agency-supplied temporary workers, entitled 'The crafty temp'. The competition will run from June to September 2009.

This forms part of an overall campaign aimed at raising working students' awareness of occupational health and safety issues. Prevent is a partner in this campaign.

2009 campaign

The emphasis of the 2009 campaign has been laid on hospitality and catering, a sector in which numerous students find summer jobs. Training in the use of slicing equipment, hygiene, tricks and tips will help the young people to work safely.

Prévention et Intérim has collected a great deal of information for working students on a CD-Rom, which is available free of charge for temporary employment agencies.

Moreover, 'safety passports' full of advice (before starting an assignment, at the user's premises, the workstation sheet, how to avoid certain accidents, work that students are not allowed to do, information about using cutters and slicers, signs, PPEs, etc.) are available free of charge for working students from PI: info@p-i.be.

Competition

Every month, there are plenty of prizes for working students to win: a laptop, cinema tickets, an iPhone.

There are also two online games based on two professions: secretary and waiter.

For more information or to enter the competition: Prévention et Intérim, www.p-i.be

Order form

Return to the Prevent Contact Centre, rue Gachard, 88 bte 4, 1050 Brussels.

Tel. 02 643 44 44, fax 02 643 44 40, e-mail: customer@prevent.be.

You can also order products and enrol on courses online via www.prevent.be.

o I wish to order:

Product	Number	Price (plus 21% VAT)
2010 diary	...	EUR 4,50 each 5 or more copies: EUR 3.00 each 50 or more copies: EUR 2.50 each 250 or more copies: EUR 2.30 each 500 or more copies: EUR 2.15 each
PreventAssist subscription	...	EUR 1500,00

(i) Included in the Prevent Assist subscription

o I wish to enrol for the following training courses in the second half of 2009:

- o Basic knowledge for safety advisers
- o Techniques of ergonomics
- o Risk management: from practical analysis to management
- o MSDs: risk analysis and prevention strategies
- o Monitors and office furniture: risk analysis and prevention strategies
- o Work accidents: from declaration to analysis
- o Traffic in the company: safety and organisation
- o Motivating prevention

o I would like to receive a free copy of:

- o The Autumn 2009 Training Catalogue
- o The 2009 Diary

Invoicing address

Company/Institution

Surname First name

Function

Street no. Box

Postcode Place

Tel. Fax

E-mail VAT

Your order number

Delivery address (complete if your delivery address is different from the invoicing address)

Company/Institution

Surname First name

Function

Street no. Box

Postcode Place

Date Signature

PI 2/2009

Excerpt from the general terms and conditions (the full terms and conditions are available at www.prevent.be or on request):

Art. 3 The indicated prices and conditions remain valid until 31 December of the current year. All prices are quoted net of VAT and postage and packaging, in the absence of any stipulation to the contrary or exception agreed to in writing.

Art. 4 Products 4.1. The rate of VAT for the products is 6%, except for those marked with a *, to which a rate of 21% applies.
4.2. For subscriptions to periodicals sent to an address in Belgium, no charge is made for postage and packaging.

Art. 7 - 7.2. The availability of all products is subject to stock levels. If products are in the process of reprinting or production or have run out, the customer will be informed. (...)

Art. 12 - 12.1. PREVENT processes customer data purely for customer management purposes, for direct marketing and to inform them about PREVENT's products, services and activities. Under no circumstances will these data be passed on to others.

12.2. Customers may check their data on request and correct them, under the Law of 8 December 1992 on the protection of privacy with respect to personal data.

Prevent is a multidisciplinary institute centred on the prevention of occupational risks through the promotion of the quality of working conditions and the improvement of work organisation. The institute provides support, advice and information for businesses and organisations, such as occupational accident insurers, external prevention and protection services, sectoral organisations, the social partners, the government and other societal actors.

Prevent is dedicated to the development, collection and mobilisation of occupational safety and health knowledge. To this end, the institute carries out research and studies centred on practical experience. In addition, it gathers information and documentation from all over the world. Lastly, the institute contributes actively to the development of regional, national, and international networks in order to exchange information and experience.

The institute transfers its accumulated knowledge using various means such as consulting, disseminating information and documentation, writing and editing publications, developing training programs and carrying out information and awareness campaigns. The institute gives particular attention to the issue of occupational safety and health in SMEs.

prevent

Rue Gachardstraat 88/4
B-1050 Brussels
prevent@prevent.be
www.prevent.be
T + 32 (0) 2 643 44 44
F + 32 (0) 2 643 44 40