



## Activity

**Purpose** To analyse a workplace situation

**Suggested Time** 15-20 minutes

**Instructional Method** Case Study - A safe start in motor vehicle manufacturing  
(Worker participation practices: a review of EU-OSHA case studies, Bilbao, Spain)

**Instructions** There is a facility where the following tasks are performed: assembly of commercial vehicles, the treatment of metal surfaces, and the import, sales and after sales services for forklift trucks. This facility employs both qualified and unskilled staff in production and storage areas, especially temporary workers, and has about 1,000 workers (10% temporary).

**Questions& Answers**

1. What are the main risks?  
*Main risks:* Cuts, splinters, burns, minor poisoning, skin problems, allergies and irritations of the respiratory tract resulting from improper handling of chemicals represent typical injuries to the youngest workers.
2. Which group has increased risk of accidents? And what are the main problems?  
*Main problems:* Increased risk of accidents amongst new and young workers can arise due to their:
  - lack of awareness to good health and safety practices at work
  - lack of awareness of using PPE;
  - improper use of machines and tools;
  - incorrect handling of chemicals; and
  - lack of knowledge relating to the manual handling of loads.
3. What is the main action?  
*Main action:* Induction and training processes for young and new workers integrated into the company's overall approach to health and safety, including supervision and training.



4. What kind of activities should be done?

*Main worker participation measures:*

- Theoretical and practical health and safety training for new, young workers delivered by the plant safety technician and involvement of existing members of staff
- Active discussions at work stations relating to job risks, controls and accident/incident triggers
- One-to-one discussions on health and safety practices adopted and check of training needs
- Ongoing training and awareness raising of all staff through campaigns and accident/incident analysis

*Description of worker participation measures:* The health and safety induction and training programme for new and young workers includes theory as well as strong practical components in the actual working environment that encourages involvement from existing staff. This helps with the promotion of a positive safety culture, which is one of the company's core health and safety objectives.

- Elements of the induction and training programme that promote the active involvement of young workers and existing members of staff to ensure good health and safety practice include:
- Introduction of the new worker to the premises and their work post by the plant safety technician
- New workers being welcomed and inducted into the company in the context of health and safety at work by designated, trained workers
- Handover of work tools and PPE to new workers by the safety technician. This process involves active discussion about work hazards and risks, risk prevention, maintenance of good health and safety practices, correct use of PPE, internal safety rules, and causes of accidents/incidents
- Close supervision, including visits to workstations by the safety technician to discuss health and safety practice and training needs
- Ongoing training and awareness raising involving all staff (e.g.



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awareness campaigns, analysis and feedback of any accidents)

### Results:

The strategies adopted towards new and young workers helped the company to reduce its overall accident rate. In addition, the health and safety performance of newly qualified apprentices who have passed through the training centre is of a very high standard. The induction and training programme has also resulted in the adoption of more organised and effective health and safety practices for young and new workers