



Implementing Risk Assessment

Comparative study - hairdressers in EU

prevent:

● Risk Assessment in SME

- Comparative study on **risk assessment** in small businesses in Europe: **hairstylists**, bakers, butchers, florists, shoe repair shops
- Commissioned by the Dutch Ministry of Economic Affairs and sectors - in collaboration with the Ministry of Social Affairs
- Tailor-made approach to reduce the **regulatory burden** caused by the documented risk assessment, giving the business community the space it needs to be able to do business

prevent:

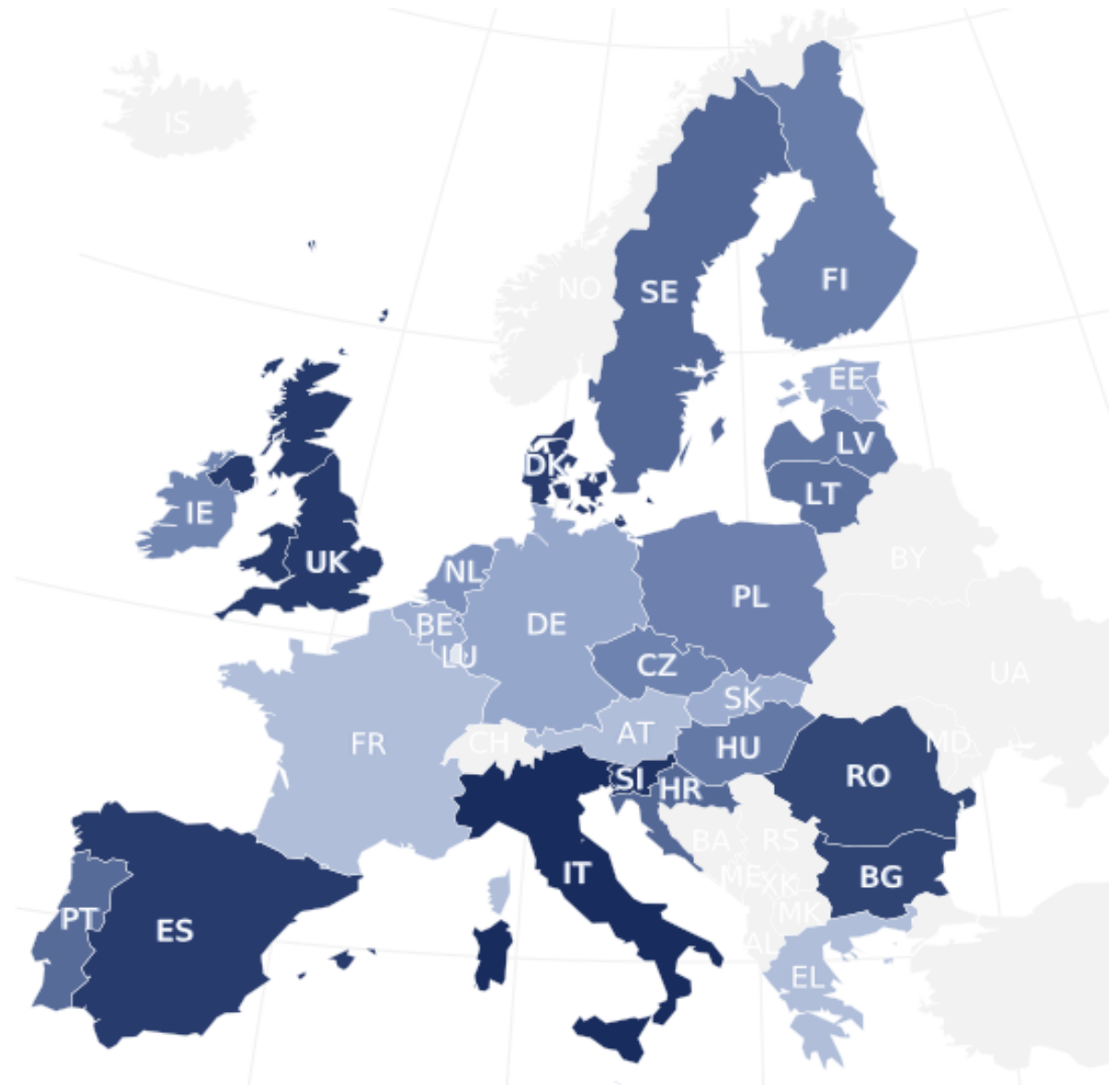
● Objectives of the comparative study

- Identify how EU risk assessment rules are incorporated into **other countries' legislation**
- Identify where and how this differs from the Dutch transposition
- Consider whether and with which adjustments and/or measures the regulatory burden in the Netherlands with regard to risk assessment can be reduced, without losing the protection of employees
- Examples of good practices HOW TO

BEST PRACTICE

prevent:

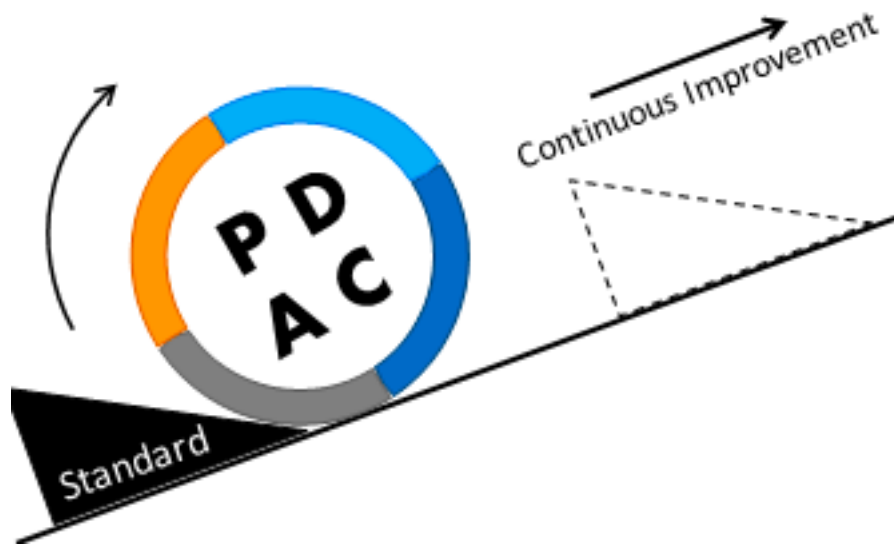
● Countries



prevent:

● Risk Assessment 89/391/EG

- Art 6 – Employer needs to **assess the risks** for the workers and takes appropriate preventive **measures**
- Art 9 – Both must be made in a **documented** form



The EU directive must be transposed in national legislation

prevent:

● ● **Transposition of legislation**

- All countries have transposed both articles 6 and 9 in their legislation
- Exemptions

- **Goal directed** OSH directives
- Employers can decide how to manage the **implementation in practice**
- Governmental and market driven **support**

prevent:

● ● **Implementation**

- 1st phase: Information by governments, public administrations – guidance notes, checklists
- HSE (UK), INRS (F), INAIL (IT), ...
- 2nd phase: Branch-related guidance notes and checklists (government and branches)
- 3rd phase: Online interactive tools

prevent:

Implementation hairdressers

OIRA
Online Interactive Risicoanalyse
HANDLEIDING

EEN EENVOUDIG INSTRUMENT VOOR DE RISICOANALYSE VAN ELK KAPSALON ✂



OVERLEGIDS DEPARIS

Kapsalons

FOD Werkgelegenheid, Arbeid en Sociaal Overleg
REEKS SOBANE-STRATEGIE

EINDSYNTHESE:
Breng hier de algemene beoordeling van de rubrieken aan,
Door het vakje groen ☺, geel ☹ of rood ☹ te kleuren.

Arbeidssituatie			
1. Werklokalen en -ruimtes	☺	☹	☹
2. Organisatie van het werk	☺	☹	☹
3. Arbeidsongevallen	☺	☹	☹
4. Elektrische risico's en brandgevaar	☺	☹	☹
5. Materiaal	☺	☹	☹
6. Werkhoudingen en -inspanningen	☺	☹	☹
7. Verlichting, lawaai en thermische omgevingsfactoren	☺	☹	☹
8. Chemische risico's	☺	☹	☹
9. Hygiëne, autonomie en verantwoordelijkheden	☺	☹	☹
10. Inhoud van het werk	☺	☹	☹
11. Tijdsdruk	☺	☹	☹
12. Arbeidsverhoudingen tussen werknemers en hiërarchische lijn	☺	☹	☹
13. Psychosociale omgeving	☺	☹	☹

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eval.at en Service von Impressum Über SSL-Zertifikate

Arbeitsplatzevaluierung

Wie geht das?

Grundevaluierung

kombinierte Grundevaluierung

Ausfüllhilfe Grundevaluierung

"Guided Tour"

Grundevaluierung

Spezielle Evaluierungspflichten

Leerformulare

Checklisten zur Gefahrenermittlung

Unterweisung

Häufige Fragen zur Evaluierung

Ansprechpartner

Normen

Infosammlung

Begriffsbibliothek

Rechtliche Grundlagen

Evaluierung psychischer Belastungen

Altersgerechte Arbeitsgestaltung

Gender & Diversity

Planetentrühr- und -knetmaschine

Bei dieser Maschine sind die rotierenden Teile zu beachten, weiters der entstehende Mehlstaub, die Unfallgefahren bei Reinigungsarbeiten und die ätzenden Reinigungsmittel.

Erhebungs- und Maßnahmenblatt (PDF)

Maßnahmenblatt (PDF)

Mensch-Technik

Gefahren	Maßnahmen
Rotierende Werkzeuge, Quetsch- u. Einzustellen zwischen Werkzeugen und Kesselwand	<ul style="list-style-type: none"> * Maschine darf sich nur einschalten lassen, wenn Kessel in Arbeitsstellung ist * Abstand zwischen Kesseloberkante und Gefahrenstelle mind. 120 mm (bis max. Kesseldurchmesser 500 mm) * Elektr. verriegelte Schutzhaube (od. Schutzringe) * Spezielle Unterweisung der Arbeitnehmer
Fangstellen an der Werkzeugaufhängung	<ul style="list-style-type: none"> * Hervorstehende Teile vermeiden oder glatt rundlaufend verdecken
Unfallgefahr bei Reinigungsarbeiten	<ul style="list-style-type: none"> * Maschine vom Stromnetz trennen (bzw. Hauptschalter ausschalten ggf. gegen Wiedereinschalten sichern)
Zehenerverletzungen	<ul style="list-style-type: none"> * Sicherheitsschuhe oder Sicherheitsandalen

Mensch-Umwelt

Gefahren	Maßnahmen
Mehlstaubentwicklung	<ul style="list-style-type: none"> * Schutzhaube, möglichst * PSA - Einmal-Atemschu
Ätzende oder reizende Reinigungsmittel	<ul style="list-style-type: none"> * Anwendungsvorschriften



Zur Desktop-Ansicht



Zur Ansicht für mobile Geräte

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Assistance à la réalisation du Document Unique

FNC
Fédération Nationale des Coiffeurs et des Professionnels de la Coiffure

CNEC
Centre National de l'Enseignement et de la Formation des Coiffeurs et des Professionnels de la Coiffure

avec la collaboration de

inrs
Institut National de Recherche et de Sécurité

diarens
Association des Coiffeurs et des Professionnels de la Coiffure

Mode d'emploi

Identification des Dangers	Caractérisation et Cotation	Mesures de Prévention	Plan d'Action	Tableau de Bord
Le mobilier (bac à shampooing) est adapté au travail	1			
Le personnel réalisant les shampooings connaît les règles d'hygiène permettant de				
Le personnel utilise uniquement des produits sous forme de gel, pâte ou poudre compacte				
La salle de préparation est correctement ventilée				
Les tâches sont diversifiées				

5

Danger possible
Caractérisation du risque
Mesures de prévention
Plan d'action

1. Identifier toutes les Agendas

Hairdresser

Straight forward information and practical tips to help you stay healthy and safety

mf
National Federation of Hairdressers

hiosh
Health and Safety Officer



prevent:

HSE
Health and Safety Executive

Example risk assessment for a hairdressing salon

Setting the scene

The salon owner carried out the risk assessment in their business, which employs eight staff, working a variety of full- and part-time shifts.

The salon is open from 10:00 am to 8:00 pm, six days a week. The premises consist of the salon, a stock room and a staff room with chairs, a kettle and a fridge.

How was the risk assessment done?

The manager followed the guidance in *Five steps to risk assessment* (www.hse.gov.uk/pubns/indg163.pdf).

1 To identify the hazards, the salon owner:

- looked at HSE's *Essentials of health and safety at work* publications, to learn where hazards can occur. 'A Guide to the Health and Safety of Salon Hair Products' provided by her supplier, and HSE's 'Bad Hand Day' web pages on dermatitis;
- walked around the salon, the stock room and all other areas, noting things that might pose a risk and thinking about what was in the HSE guidance. Occasional activities, such as receiving deliveries and stacking stock, were also taken into account;
- talked to the staff to about health and safety issues and concerns in the salon;
- looked at the accident book, to understand what has previously resulted in incidents.

2 The owner then wrote down who could be harmed by the hazards and how.

3 For each hazard, the owner wrote down what controls, if any, were in place to manage these hazards. She then compared these controls to the guidance she had read. Where existing controls were not good enough, the owner wrote down what else needed to be done to control the risks.

4 Putting the risk assessment into practice, the owner discussed the findings with staff and pinned the risk assessment up on the notice board for all staff to see.

5 The owner decided to review and update the risk assessment every year, or straightaway if major changes happened at the salon.

Important reminder

This example risk assessment is to show you the kind of approach a small business can take. Use it as a guide to think through the hazards in your salon and the steps you need to take to control the risks. It is not a generic risk assessment that you can just put your company name on and adopt wholesale without any thought. That would not satisfy the law – and would not be effective in protecting people.

Every business is different – you need to think through the hazards in your premises and the controls you need for yourself.

With thanks to the National Hairdressing Federation, Habba, Jackie Hewston at Wella Professionals and Ann Seivour, Occupational Health and Safety Officer, Guildford Borough Council, for their help in developing this example risk assessment.

Implementation hairdressers



BRANCHEARBEJDSMILJØRÅDET FOR SERVICE- OG TJENESTEYDELSER

APV Portalen Systematisk APV værktøj

Personlig pleje og anden service

Forside • Frisører og anden service

Frisører og anden service

APV - kom godt i gang

Lær om arbejdsmiljø

Elektronisk APV værktøj

Politikker

Link-oversigt fra faktaark

Skriv søgeord **Søg**

Velkommen til APV-portalen for brancherne frisører, kosmetikere, skønhed, hudpleje og anden personlig pleje, bedemænd, begravelsesvæsen og tandteknikere!

Her kan du hente inspiration, metoder og værktøj til at gennemføre en god Arbejdspladsvurdering (APV) i din virksomhed.

Der er udarbejdet faktaark under Hovedindgang 2: Lær om arbejdsmiljø for "Bedemænd og krematorier", "Frisører, kosmetikere, skønhed, hudpleje" som samlet gruppe, samt "Tandteknikere".

Portalen er inddelt i 4 hovedindgange, som du kan vælge ved at klikke i menuen til venstre eller på linkene herunder:

Hovedindgang 1:

[APV – kom godt i gang](#)



Implementation hairdressers



SALUTE E SICUREZZA DEGLI ACCONCIATORI:
*indicazioni per la valutazione dei rischi
 secondo il modello delle procedure standardizzate*



Prevenzion10.es
 haz de la prevención tu gestión más rentable



Síguenos en:



Inicio | Biblioteca | Inf. Sectorial | Formación | Novedades | Foros | Enlaces | Coordinación autónomos

Bienvenido a Prevenzion10.es

Prevenzion10.es es un servicio público gratuito de asesoramiento en prevención de riesgos laborales, desarrollado por el Ministerio de Empleo y Seguridad Social. Esta plataforma está dirigida a dos grandes colectivos:

- Las **empresas de hasta 25 trabajadores**, que podrán realizar la autoevaluación de sus riesgos y cumplir con las obligaciones de la Ley de Prevención de Riesgos Laborales.
- Los **trabajadores autónomos**, que podrán conocer cuáles son sus obligaciones y derechos en materia de prevención de riesgos laborales y coordinación de actividades empresariales.

¿Cómo puedo utilizar Prevenzion10.es?

USUARIO REGISTRADO



- Quiero gestionar la actividad preventiva en mi empresa o en mi trabajo como autónomo.
- Quiero que la plataforma guarde mis datos y documentos con garantías de confidencialidad.
- Quiero poder actualizar, cuando los necesite, mi evaluación de riesgos y el resto de documentos.

USUARIO INVITADO



- Quiero gestionar la actividad preventiva en mi empresa o en mi trabajo como autónomo.
- Quiero usar la plataforma de forma anónima, aunque no me guarde los documentos generados.
- Quiero imprimir o guardar los documentos en mi ordenador, aunque tenga que repetir todo el proceso cuando desee actualizarlos.

VISITA VIRTUAL



- Quiero acceder al tutorial que describe, de forma detallada, la manera de utilizar las distintas herramientas y funcionalidades existentes en Prevenzion10.es.

RISCHI PER LA SICUREZZA

FATTORE DI RISCHIO	FASI LAVORATIVE	FASCIA DI RISCHIO	MISURE DI PREVENZIONE	P
Ambienti di lavoro: spazi inadeguati, ingombri delle vie di circolazione, assenza di vie e uscite di emergenza, rischio scivolamento e caduta.	Tutte		<ul style="list-style-type: none"> • Mantenere sgombri e puliti i passaggi e prevedere la presenza di vie e uscite di emergenza. • Il pavimento non deve essere sconnesso, né presentare sporgenze; deve avere superficie antiscivolo/antiscivole. • Informazione e formazione dei lavoratori. 	
Uso di attrezzature di lavoro	Messa in piega		<ul style="list-style-type: none"> • Verificare periodicamente l'integrità dei cavi del phon, delle piastre, ecc. e sostituire quelli eventualmente in cattivo stato. Non usare le attrezzature in presenza di cavi elettrici danneggiati o scoperti. • Non utilizzare prolunghe o ciabatte. • Non utilizzare le attrezzature in caso di malfunzionamenti o in presenza di anomalie. • Evitare che i cavi elettrici vengano a contatto con la parte calda della suola delle calzature o che intralocino i movimenti e i percorsi degli addetti. • Verificare che tali apparecchiature siano scollegate elettricamente in caso di non utilizzo. • Non usare le attrezzature elettriche in prossimità di acqua o con le mani bagnate. 	<ul style="list-style-type: none"> • Gli addetti devono essere adeguatamente formati e informati. • Per il corretto uso delle attrezzature di lavoro, consultare il manuale di istruzioni.
Impianto elettrico	Tutte		Sottoporre a controlli e verifiche periodiche l'impianto elettrico	
Rischio infortunistico da posture inadeguate e prolungate nel tempo	Tutte		<ul style="list-style-type: none"> • Introdurre seggiolini per gli operatori, organizzare pause regolari, posizionare i lavori predisponendo spazio sufficiente per permettere all'operatore di stare vicino alla testa del cliente. • Informazione e formazione dei lavoratori. 	
Rischio di ferite da taglio a mani o altre parti del corpo per l'uso di rasoi e forbici	taglio		Lo smaltimento degli strumenti da taglio monouso deve avvenire in appositi contenitori rigidi.	

Implementation hairdressers

steunpunt
RI&E

Voor
bedrijven

Voor
branches

Voor
werknemers

RI&E
Instrumenten

Wetgeving

FAQ

Nieuw
con



● ● **Implementation aids**

- **Expert assistance**

- Goal oriented thus knowledge is needed
- Free vs invoiced service (A, DE, ES)

- **Financial incentives**

- Reduced insurance premiums (IT)
- No need to consolidate the RA via certified expert (NL)

- **Simplification, standardised models (IT, ES)**

prevent:

● ● **Implementation difficulties: survey**

HOW

- Netherlands and Belgium (Flanders)
- Online survey
- Branch organisations ANKO (NL), UBK/UCB (B), Coiffure.eu
- Telephone interviews

WHAT

- Awareness of risk assessment
- Application in practice
- Support measures

prevent:



Risicoanalyse

Onderzoek naar de knelpunten van de risicoanalyse / RI&E (risico inventarisatie & -evaluatie)

Momenteel worden kapper-werkgevers uit een aantal Europese landen bevraagd over hun ervaring met het invullen van de risicoanalyse. Is de risicoanalyse gekend? Hoe wordt ze gebruikt? Zijn er problemen bij de invulling? Wat kan verbeterd worden?

Alle input is waardevol! De resultaten worden na afloop gedeeld. Invullen is anoniem en kost 5 minuten tijd.

[KLIK HIER VOOR DE VRAGENLIJST](#)

Enquete RI&E

23-02-2017

Als werkgever dien je zorg te dragen voor een gezonde en veilige werkplek. Met behulp van de branche RI&E worden risico's voor de werknemers in kaart gebracht, waarna gepaste maatregelen worden genomen. Als werkgever ben je verplicht om je werknemers te informeren over risico's op het werk en je werknemers op te leiden zodat veiligheidsinstructies juist worden toegepast.

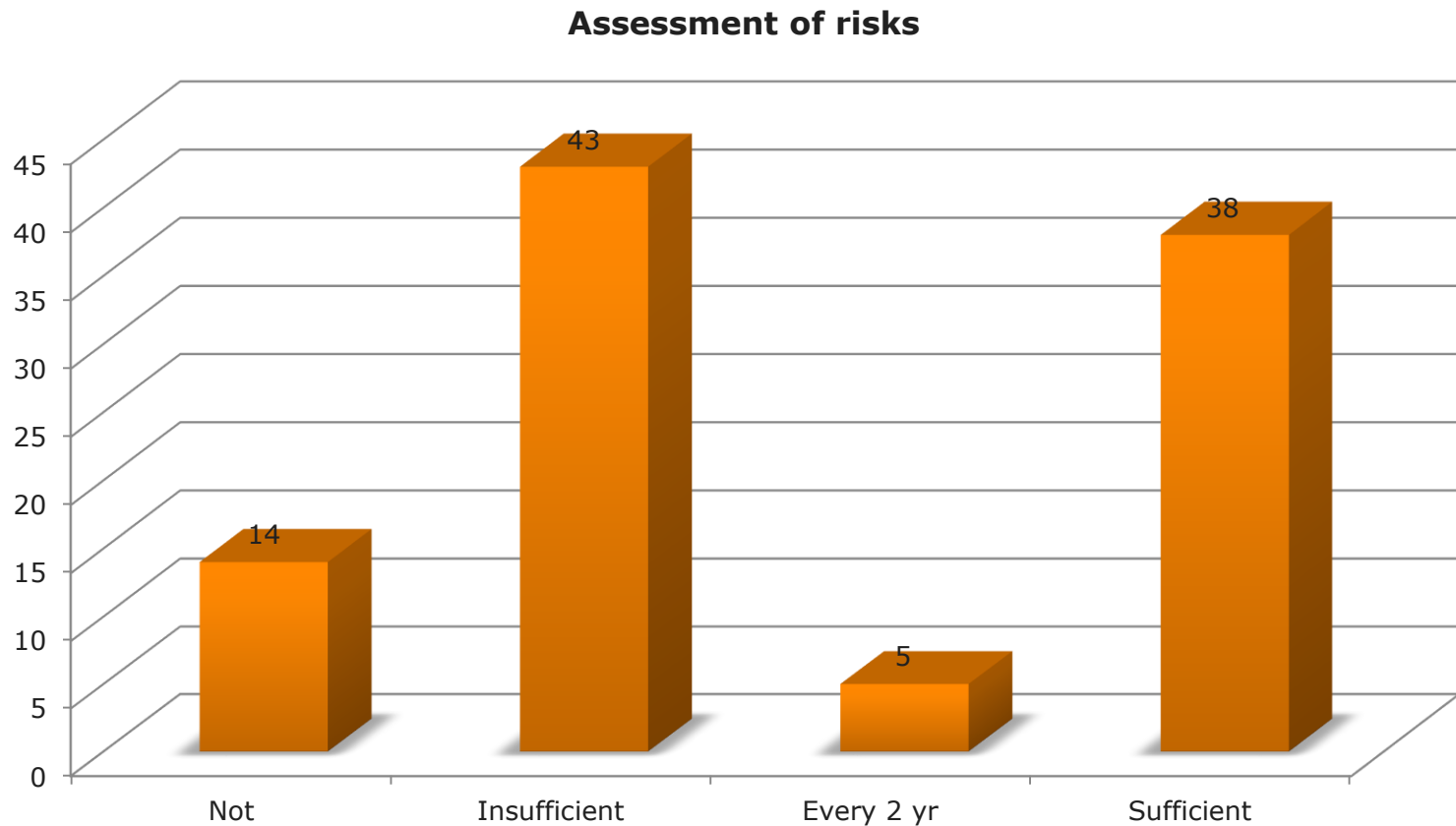


Om na te gaan op welke manier de RI&E wordt uitgevoerd is een enquête opgesteld door Steunpunt RI&E. Naar aanleiding van deze resultaten wordt geprobeerd de regeldruk rond de RI&E te verminderen. [Vul de vragenlijst in.](#)

- **Are you aware of the risks and their**
- **assessment?**

● **79%** yes

● Do you assess the risks?



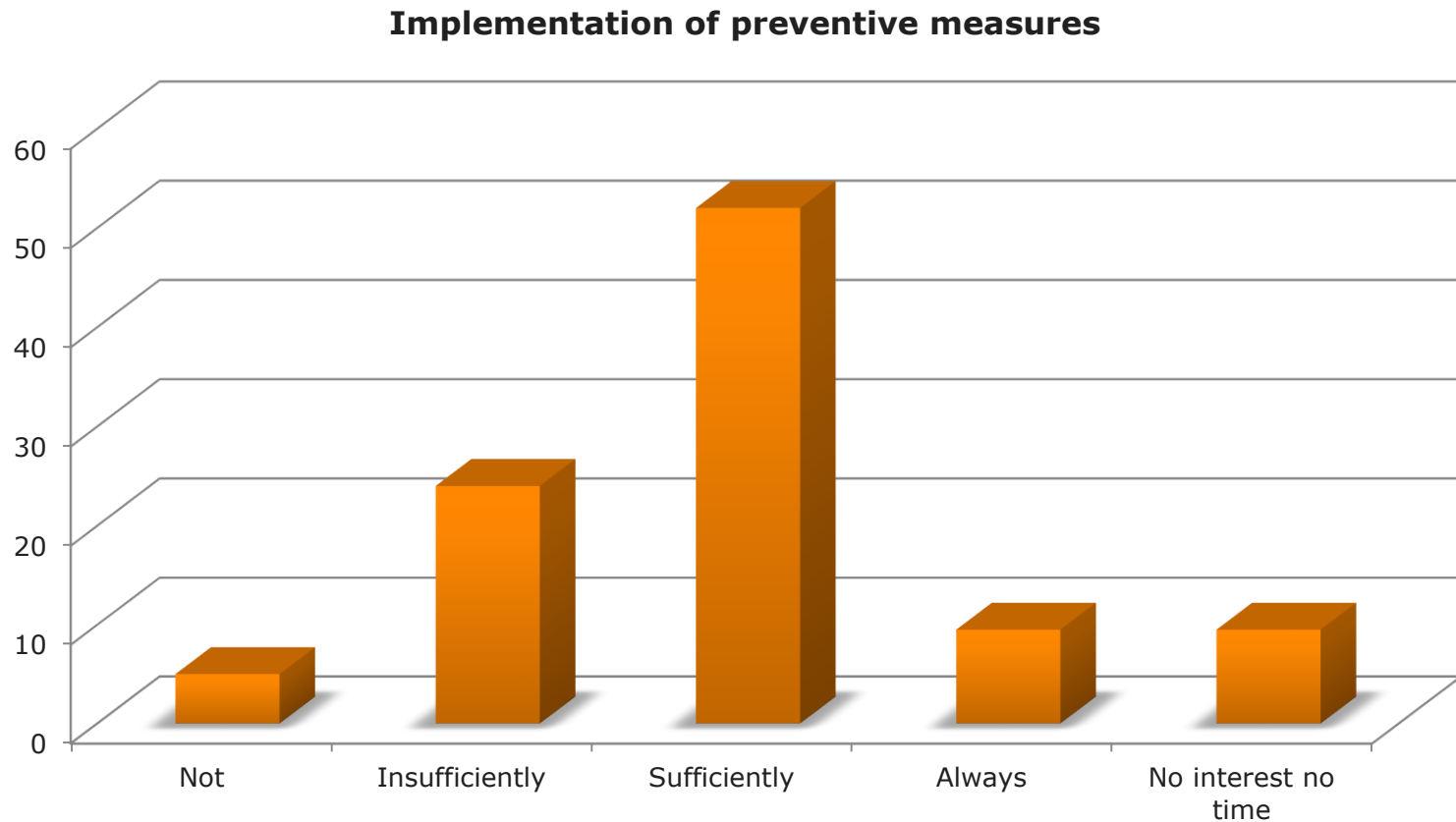
• Do you assess the risks?

• **43%** sufficiently

- Europe 5-9 employees: 70% regularly assessment
- Europe 5-9 employees: 93% documented in written form (Esener survey 2014)
- 42% of hairdressers indicated that the combination of RA with day-to-day tasks and the high administrative burden is not feasible

prevent:

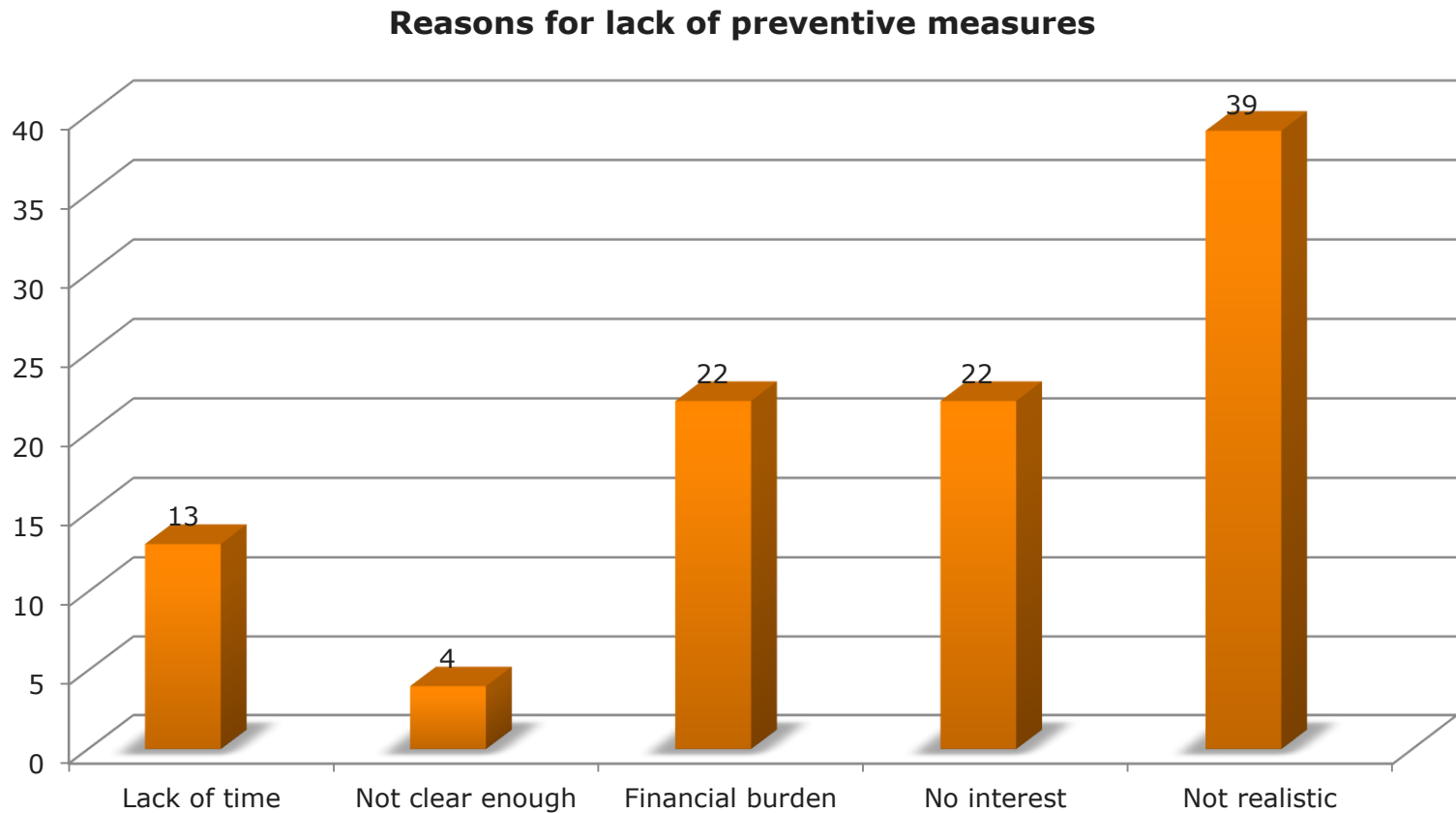
● Do you implement measures after RA?



• Do you implement measures after RA?

- **59%** addresses the main risk factors and removes bottlenecks to ensure "workable work"

- **Reasons for lack of preventive**
- **measures**



- **Reasons for lack of preventive**
- **measures**

- **39%** Proposed measures are not realistic

- **22%** High cost

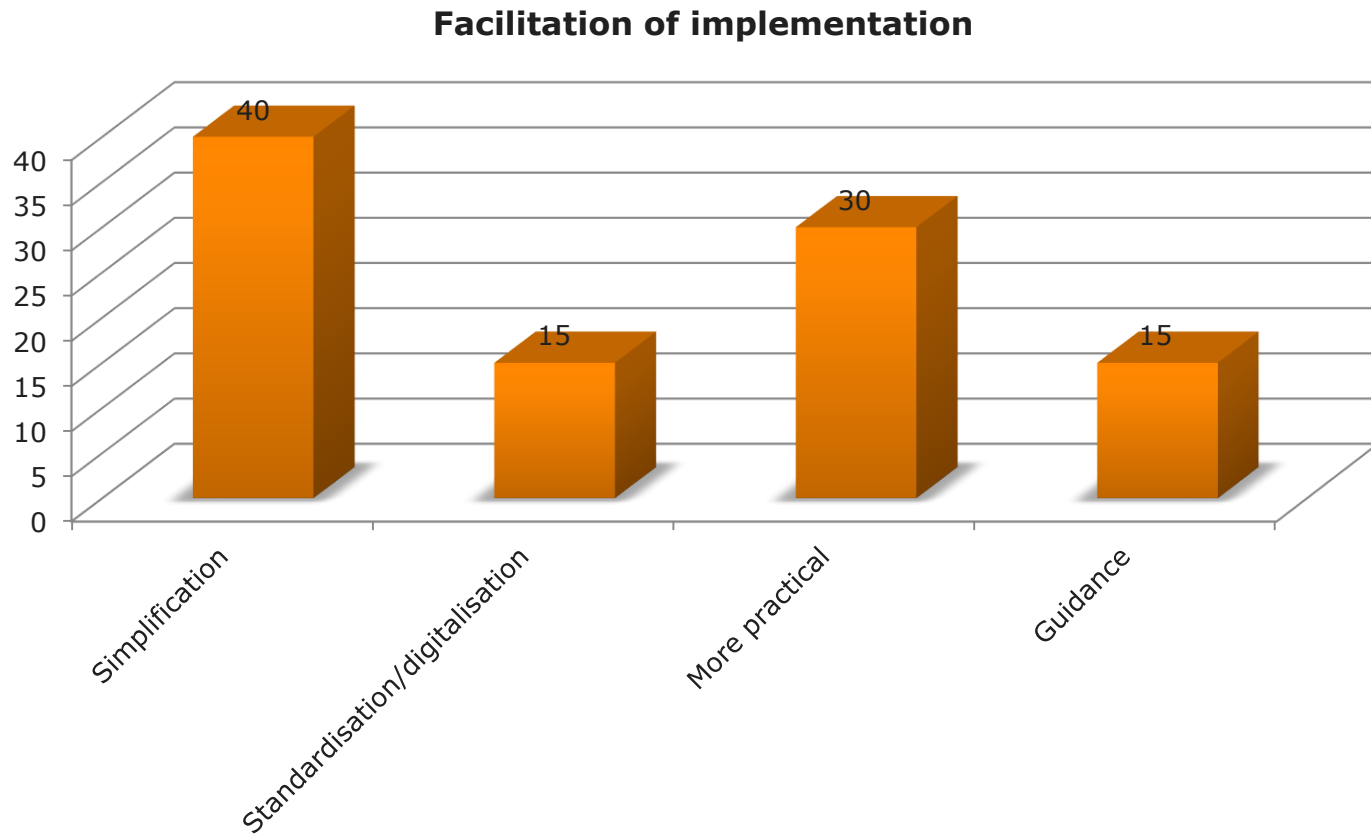
- **22%** No interest

- **13%** Lack of time

- **4%** Measures are not clear enough

- The hazards and risks are already known anyway
- There are no major problems
- The procedure is too burdensome
- The necessary expertise is lacking (Esener 2014)

● ● What would be helpful?



● **What would be helpful?**

- **40%** Simplification **“Light” version**
- **30%** Practice-oriented measures **Easy to use**
- **15%** Use of standardised/digitalised tool **Branch-oriented**
- **15%** Guidance in implementation

“The knowledge of the legislation, explanation and guidance of the many rules and practical experience” are experienced as useful when calling in expert help.

“Other eyes see other things”

prevent:

- **What is needed according to branch organisations and experts**

A safe and healthy environment

- Entrepreneurs see it as their responsibility to provide a **safe and healthy** and therefore **motivating** environment.
- Suitable personnel are becoming increasingly scarce, which means that healthy working conditions can be a **strategic factor**
- OSH can also be a key concept in terms of image and thus attracting customers and maintaining and increasing the **turnover and growth** of the company

prevent:

- **What is needed according to branch**
- **organisations and experts**

Simplified and trade specific tools

- The documented RA requires an **effort** from the entrepreneur, in **time** and also **financially**
 - Cost for external assistance
 - Dependency
 - No learning moment
- Administrative costs can be reduced
 - by working with **templates** that have already been partially completed in the branches with common risks
 - the **simplified** documents (Italy) are also highly appreciated in the sectors

prevent:

● ● **Keywords**

Knowledge promotion

- OSH risks in the business and how to evaluate
- Prevention measures and how to apply

Control of costs

- Purchase of expertise
- Initiatives for support and assistance
- Branch-oriented tools: online interactive tools

prevent:

● ● **Developments Europe**

- Communication from the Commission COM(2017) 12 final :
- Supporting compliance by microenterprises and SMEs
- Exchange best practices (financial incentives, digital tools)
- Calls on Member States to fully the use of web-based risk-assessment tools in their legal systems
- OiRA
- No exemptions