



Cut to the Chase!

OTHERS

EU Project ErgoHair VS/2017/0077

ergoHair



This project was
developed with the support
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EXTERNAL SERVICE FOR PREVENTION AND PROTECTION AT WORK

A larger involvement of the prevention services and advisory occupational physicians

- Prevention services and prevention experts can expand their knowledge and insight into the work of a hairdresser in a hairdressing salon concerning:
 - the health and safety risks
 - ergonomic strain when performing the work
- In order to:
 - have a better insight into health and safety risks for hairdressers
 - have them offer the hairdressers more focused advice
- Because of this, the focus is turned towards prevention instead of aftercare
- Stimulate the application of the risk assessment method (OIRA, ...)
- Inform the hairdresser how the external prevention services work: health surveillance, ergonomic advice, redecorating advice, prevention advisor psychosocial strain, advise in absenteeism policy...
- Stimulate the periodical health assessment of hairdressers

Reporting health complaints

- Realise that there is a problem of underreporting of health complaints and occupational diseases because many hairdressers with complaints have already left the sector
- By systematically reorganising the periodical health assessment, the occupational physician will recognise and report health complaints more quickly
- It would be good if more afflictions are recognised as occupational diseases (*In Germany, only 2 % of the MSD's is recognised as an occupational disease.*)
- It would be good if the codes of occupational diseases would be made sector specific

INSURANCES, SOCIAL SECURITY AND HEALTHCARE

- Reward a 'good prevention' policy, so it is possible to avoid absenteeism because of illness
- Provide for financial support/subsidies for the hairdresser-employer when purchasing ergonomic material
 - For example, place certain equipment on an insurance list for support
 - Facilitate the employers with specific prevention equipment
- (*This approach had a direct, clear and positive effect on the health of the hairdressers in France.*)
- Stress the importance of the 'financial advantages in the long run' and avoid that the employers only pay attention towards short term financial feasibility.
- It would be good if MSD would be diagnosed as an occupational diseases
- It would be good if the codes of occupational diseases would be made sector specific.
- When developing a prevention strategy, it is necessary to take into account that:
 - Hairdressers are mostly micro or small enterprises (SME's)
 - Self-employed hairdressers suffer significantly more from MSD because they take less breaks and they also have to do other organisational tasks besides hairdressing activities
- It would be good if a costs and benefits model could be made for influencing the employers. Stress the benefits of ergonomic material/equipment compared to the costs of complaints/absenteeism (return on investment concerning a good prevention policy). For this, it is for example possible to work together with hairdressers who have already requested a subsidy.
- To stimulate the use of good ergonomic equipment, it is also possible to think about for example:
 - Premium differentiation: possible discounts on insurances premiums for sufficient investments to ergonomic conditions (risk appreciation)
 - The possibility to depreciate good ergonomic furniture and equipment more rapidly into the accounts.
 - Offer discounts for good ergonomic equipment
 - Provide good ergonomic equipment free of charge, for example to student hairdressers