

CAREER OPPORTUNITIES IN WORK SECURITY AND HEALTH DOMAIN

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Abstract: Occupational safety and health becomes a more and more important component of the organization for it ensures continuous positive growth and improvement of productivity, and general efficiency. In order to implement an efficient management system, the C.E.O. must pay special attention to this domain in order to avoid important risks and undesired events with tragic consequences. Thus, every organization needs properly trained staff, in order to accomplish all the purposes in this field. Therefore, the paper aims to do an analysis of the possibilities to develop a career in work safety and security, based on competences, in order to establish the real importance and attention paid to this activity area.

Keywords: work security and health, career, competences, professional training provider, profession

Introduction

One of the most important components of an organizational management system is work security and health. Therefore, it is necessary to pay special attention to all the aspects related to this activity field. National and Community legislation require that occupational health and security activities may be done by competent persons. From this point of view, analyzing professional evolution perspectives situation in this activity field proves to be relevant for good management of situations referring to work security and health.

Legislative framework

In order to do efficient analyses of work security and health career development possibilities it is necessary, in the first instance, to make a review of all legislative regulations that refer to this domain.

Regarding European laws, we can talk about Council Directive 89/391/CEE [1], which was transposed in national legislation through Law no. 319/2006 of work security and health [7]. Thus, Romania is aligned in terms of legislation with European standards for safety and health.

Law no. 319/2006 of work security and health stipulates [5](Article 3) that this law applies to employers, employees and employees' representatives, which indicates that professions specific to the ones responsible for work security and health activity are recognized and regulated by this law.

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According to Article 8 [5], employers must appoint one or more employees' representatives, who must be responsible only for work security and health and, eventual, related responsibilities or, when in the organization there are no competent persons, employers have to appeal to external prevention and protection services. Government Decision 1425/2006 approving the Methodological Norms for applying Law no. 319/2006 of work safety and health stipulates the procedure for authorization of these services. Law no. 319/2006 [5] (Article 9) shows that employees' representatives should have the necessary aptitudes and the appropriate facilities, request that also applies to external prevention and protection services. So, employees who have this sort of responsibilities must be professionally capable and must have the necessary training in the field. In the same article is shown that for small enterprises, employer himself may assume these responsibilities if he has the necessary skills, meaning he has adequate professional training.

From another point of view, the professional range in this activity sphere is regulated by a series of Orders and Decisions that approved, amended and updated Classification of Occupations in Romania (COR). As all legal regulations, these Orders and Decisions are aligned with the Community provisions, too. According to the procedure for updating the Classification of Occupations in Romania, from Order no. 270/273 [7] (Article 1, paragraphs (1) and (2)), COR represents the identification, hierarchy and codifying of all occupations performed in the economy system, regardless of their type and place and it applies, according to Order 1832/856 [6], to all economic and social activity domains and it is compulsory for all central and local public administration, budget units, economic operators, regardless of ownership, employer organizations, trade unions, professional and political, foundations, associations and other individuals and businesses operating in Romania, in drafting official documents whenever required specification of occupation. Article 6 indicates that shall be aligned to existing international classifications according to the following priorities hierarchy:

- priority 0 – European Union (EU);
- priority 1 – United Nations Organization (UNO);
- priority 2 – other international regulations.

Also, by Decision 1352/2010 [2] was approved the structure of COR - basic group level according to the International Standard Classification of Occupations - ISCO 08. Behold, in terms of legislation professions and occupations in health and safety at work are carefully regulated and recognized.

The main competences of occupational field

In order to establish a uniform national framework for defining skills specific to occupations in health and safety domain, there were created a series of specific occupational standards. Analysis of these occupational standards reveals common skills of these professions, but also the skills specific to each occupation separately. Out of the total the skills needed, the following appear under the name of key skills and are common to all professions:

1. Communication in the official language
2. Communication in foreign languages
3. Social and civic competences
4. Competence of learning
5. Computer skills
6. Basic skills in mathematics, science, technology
7. Entrepreneurial skills
8. Cultural expression skills

Further shall be presented specific skills listed in occupational standards specific to each occupation, shown in Table 1.

Table 1. General and specific skills for OH&S occupations

No.	Occupations	General skills units	Specific skills units
1.	Security and health management system auditor	<ol style="list-style-type: none"> 1. Tracking compliance with the legal provisions regarding health and safety at work 2. Tracking compliance with environmental provisions. 	<ol style="list-style-type: none"> 1. Planning the audit 2. Preliminary analysis of occupational health and safety management system documentation 3. Developing the audit 4. Leading the audit 5. Reporting results.
2.	Safety and health coordinator	<ol style="list-style-type: none"> 1. Professional development 2. Application of legal provisions on OSH and in emergency situations 3. Implementation of the regulations referring to environmental protection. 	<ol style="list-style-type: none"> 1. Agree on the appointment and assessment of the team 2. Information on design factors and risk monitoring 3. Elaboration and Health and Safety Plan and Coordination Register development 4. Review of the plan with the construction phases 5. Providing professional counseling 6. Organize and participate in meetings 7. Prevention of accidents on the construction site 8. Personal knowledge development and providing others the possibility to learn.
3.	Risk assessor and auditor in occupational safety and health	<ol style="list-style-type: none"> 1. Professional development 2. Realization of information management 3. Ensuring job and working environment security. 	<ol style="list-style-type: none"> 1. Identifying occupational risk prevention requirements 2. Analyzing risks in organization management 3. Elaborate Health and Safety Plan 4. Tracking implementation of the prevention and protection plan 5. Evaluating the audit results of the actions from the prevention and

			protection plan.
4.	Safety inspector	<ol style="list-style-type: none"> 1. Professional development 2. Planning own activities 	<ol style="list-style-type: none"> 1. Organizing the of labor protection activity 2. Ensuring work health and safety signalization 3. Staff training on security and health 4. Providing work / individual protection equipment 5. Preventing accidents and maintaining the health of the staff 6. Investigating the causes of accidents and diseases at work 7. Monitoring the activity of occupational safety 8. Coordination of intervention activities in cases of necessity.
5.	Inspector in health and safety at work	<ol style="list-style-type: none"> 1. Professional development 2. Planning own activities 	<ol style="list-style-type: none"> 1. Carrying out preventive and protective measures 2. Ensuring work health and safety signalization 3. Staff training on security and health 4. Informing workers about health and safety at work 5. Establishment of the material and technical resources necessary for work safety and health 6. Preventing accidents and maintaining the health of the staff 7. Participation at investigation of events that cause temporary work incapacity 8. Verification of compliance with legal provisions on health and safety at work 9. Monitor the activities of evacuation and emergency response.
6.	Manager of occupational security and health management system	<ol style="list-style-type: none"> 1. Professional development 	<ol style="list-style-type: none"> 1. Elaborate security and health policy 2. Design occupational security and health management system 3. Implementation of occupational security and health management system 4. Monitoring the occupational security and health management system 5. Improving the occupational security and health management system

7.	Specialist in work health and safety	<ol style="list-style-type: none"> 1. Professional development 2. Application of legal provisions on OSH and in emergency situations 3. Implementation of the regulations referring to environmental protection. 	<ol style="list-style-type: none"> 1. Organization of prevention and protection activity 2. Promoting a positive health and safety culture 3. Establishment of safety and health signalization 4. Staff training on security and health issues 5. Ensuring individual protection equipment 6. Preventing accidents and maintaining the health of the staff 7. Investigating the causes of accidents at work and occupational diseases 8. Monitoring work security and health issues 9. Coordination of evacuation activities and intervention in case of need.
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Source: Occupational standard for OH&S occupations [8], [9], [10], [11], [12], [13], [14]

This is the training framework for specialists in the field, which must be complied by all adult professional training providers in Romania.

Analysis of professional training providers for West and Central Regions

The research methodology consists of a statistical documentation from the National Register of authorized providers which is a national database available on the website of the National Qualifications Authority [15] and which systematizes all training providers in Romania and all authorized courses. From this database were taken all courses offering qualifications in occupational safety and health in accordance with Classification of Occupations in Romania for West and Central development regions. Below are systematized the main results.

a) West Region (Arad, Timiș, Hunedoara and Caraș-Severin counties):

In this region there are 15 providers offering a total of 21 courses for the following qualifications: safety inspector, inspector in occupational safety and health, technician in safety and health at work, specialist in work health and safety and expert in work health and safety (see Table 2 and figure 1).

Table 2. Number of courses for qualifications in OHS, West region

Crt. no.	Qualification	No. of courses
1.	Safety Inspector	8
2.	Inspector in occupational safety and health	6
3.	Technician in safety and health at work	1
4.	Specialist in work health and safety	5
5.	Expert in work health and safety	1

Source :[15]

As regards the legal form, 13 providers are limited liability companies (LLC), two non-governmental organizations (NGOs) and one training center without legal liability - Ministry of Internal Defense.

Courses are classified by level of difficulty as follows: initiation courses, specialization courses and perfecting courses. From this point of view, of the 21 courses, 4 are for initiation, 15 for specialization and 2 for perfecting, with accent on specialization courses.



Figure 1. Structure for professions of the training courses - West Region

Source :[15]

Distribution by county for training providers offering courses in health and safety at work is shown in Table 3. The best representativity in this respect exists in Timiș and Hunedoara counties, each with 6 suppliers specialized in OH&S training courses.

Table 3. Numerical distribution of training providers by county

Crt. no.	County	No. of providers
1.	Arad	2
2.	Caraș-Severin	1
3.	Hunedoara	6
4.	Timiș	6

Source :[15]

b) Central Region (Alba, Brașov, Covasna, Harghita, Mureș and Sibiu counties):

In this region there are 17 providers offering a total of 25 courses for the following qualifications: safety inspector, inspector in occupational safety and health, specialist in work health and safety and manager of occupational security and health (see Table 4 and figure 2).

Table 4. Number of courses for qualifications in OHS, Center region

No.	Qualification	No. of courses
1.	Safety Inspector	7
2.	Inspector in occupational safety and health	10
3.	Specialist in work health and safety	7
4.	Manager of occupational security and health management system	1

Source :[15]



Figure 2. Structure for professions of the training courses - Center Region

Source :[15]

In terms of legal form, all providers of vocational training are limited liability companies (LLC).

Of the 26 courses, 6 are for initiation, 12 for specialization and 8 for perfecting training, being observed a slight pronounced tendency for specialization courses.

Distribution by county for training providers offering courses in OS&H is shown in Table 5.

Table 5. Numerical distribution of training providers by county

Crt. No.	County	No. Of providers
1.	Alba	3
2.	Braşov	2
3.	Covasna	2
4.	Harghita	0
5.	Mureş	3
6.	Sibiu	7

Source :[15]

The best representatively exists in Sibiu; where there are seven suppliers specialized in this type of training. Also, there stands out a special situation in Harghita county, where there is no training provider offering courses for qualifications in health and safety at work.

Summary

National legislation regulates in detail the issue of adult professional training, inclusively in work health and safety domain, from Classification of Occupations in Romania (COR) to OS&H regulations. Thus, the legal framework ensures proper professional training in order to create professionals for occupational security and health [3].

Existence of occupational standards for the following occupations: Security and health management system auditor, Safety and health coordinator, Risk assessor and auditor in occupational safety and health, Safety inspector, Inspector in health

and safety at work, Manager of occupational security and health management system and Specialist in work health and safety ensures the description of the necessary competences for each of them. Some competences, called key competences, are common to all occupations and others are specific to each occupation separately – general and specific skills [4].

Comparing the situation in the two regions can be observed that there are counties in which focus a considerable number of training providers (Timiș and Hunedoara for Western Region and Sibiu for Central Region). In both regions the emphasis is set on specialization courses and less on the initiation and perfecting ones. In Center, all vocational training suppliers are limited liability companies, while in West there are NGOs and a vocational training center without legal responsibility, although limited liability companies prevail. Most courses offer, in both regions, vocational training for: safety inspector, inspector in health and safety at work and specialist in work health and safety.

As a general conclusion, Romania takes special attention to professional training for occupational security and health. In particular, Western region developed more than Central one in this respect.

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MOŻLIWOŚCI ROZWOJU ZAWODOWEGO W OBSZARZE BEZPIECZEŃSTWA PRACY I OCHRONY ZDROWIA

Streszczenie: Bezpieczeństwo i higiena pracy staje się coraz bardziej istotnym elementem organizacji, gdyż zapewnia stały, dodatni wzrost i poprawę wydajności i ogólnej sprawności. W celu wdrożenia skutecznego systemu zarządzania, prezes musi zwrócić szczególną uwagę w tym obszarze, w celu uniknięcia istotnych zagrożeń i niepożądanych zdarzeń z tragicznymi konsekwencjami. Tak więc, każda organizacja potrzebuje odpowiednio wyszkolonego personelu, aby osiągnąć wszystkie cele w tej dziedzinie. W związku z tym, że celem artykułu jest analiza możliwości rozwoju zawodowego w dziedzinie bezpieczeństwa pracy i ochrony, w oparciu o kompetencje, której celem jest ustalenie rzeczywistego znaczenia i uwagi poświęconej temu obszarowi działalności.

Słowa kluczowe: bezpieczeństwa pracy i ochrona zdrowia, kariera, kompetencje, uzyskanie profesjonalnego treningu, zawód

職業生涯中的工作安全 and 健康領域機會

摘要：職業安全與健康成為該組織的越來越重要的組成部分它確保持續正增長和提高生產率，和一般的效率。為了實現高效的管理體系，公司首席執行官必須以避免重大風險和不良事件的悲慘後果特別注意這個領域。因此，每個組織都需要經過適當培訓的工作人員，為了完成在該領域的所有目的。因此，本文的目的是做的可能性進行分析，發展了職業生涯中的工作安全和保障，基於能力，以建立真正重視和關注支付給本次活動區域。

關鍵詞：工作安全與健康，事業，能力，職業培訓機構，職業。