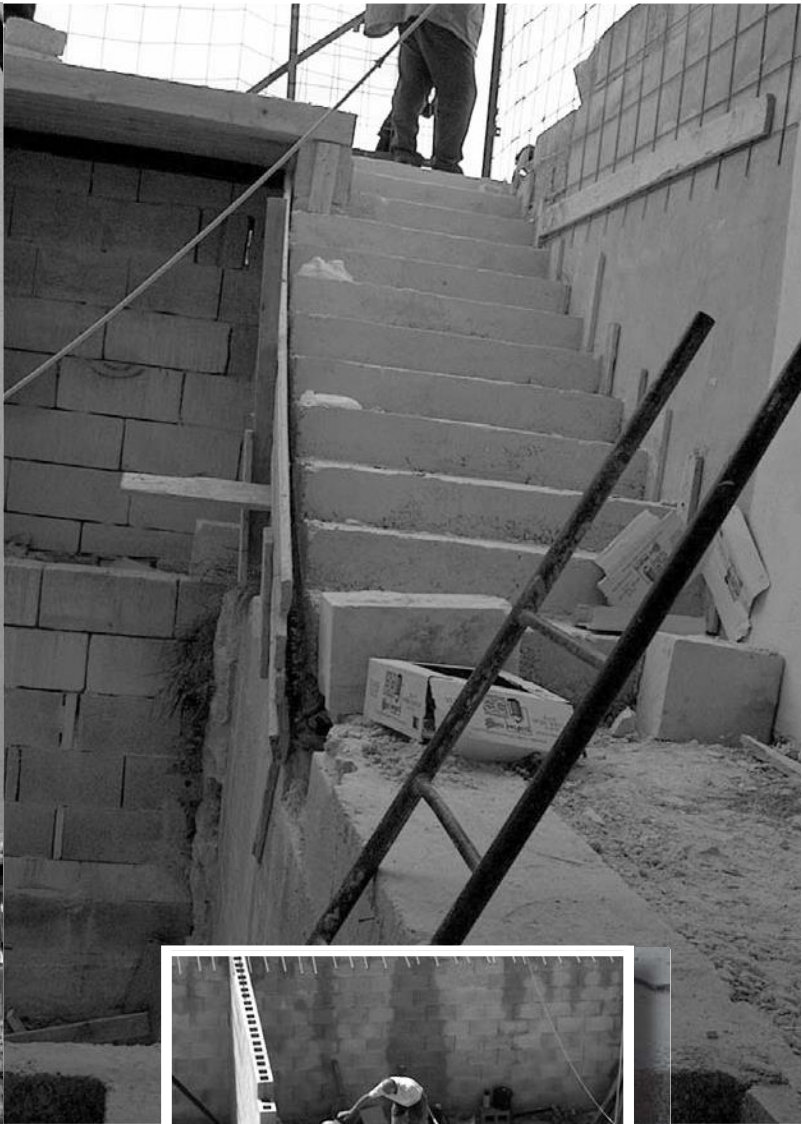




Report of Activities for the period
January 2002 – September 2003

Occupational Health and Safety Authority, Malta

2003



Contents

Preface	2
Chairpersons Statement	3
The OHSA Board	4
The Current OHSA Board	5
Priority Areas	6
Annex 1	17
Annex 2	18
Annex 3	21
Management Accounts & Estimates	22

Preface

The Occupational Health and Safety Authority Act, Cap. 424, was published on the 17th November 2000. Part III of the Act, concerning the Establishment, the Functions and the Conduct of the Authority was brought into force on the 3rd May 2001. The Act was brought into force in its entirety on the 29th January 2002, thus effectively repealing Act VII of 1994, the Act for the Promotion of Occupational Health and Safety.

In terms of the Act, it is the responsibility of the Occupational Health and Safety Authority to ensure that the physical, psychological and social well being of all workers in all work places are promoted and to ensure that they are safeguarded by whosoever is so obliged to do. It is the duty of the Authority to see that the levels of occupational health and safety protection established by the Act and by regulations made under the Act are maintained.

This is the first report of the Authority's activities since it was established, in terms of section 37 of the Act (A list of activities is shown as Annex 1). The report also includes the Authority's estimates of the income and expenditure for the next following year, in terms of section 31 of the Act.



Award Ceremony 2002 - the winners together with the Hon. Minister for Social Policy and representatives of the Authority.



Senior Labour Inspectors Committee with the Hon. Minister for Social Policy and senior ministry officials.

Chairpersons Statement

Building strong foundations

.....upon which we build our future. In the few months since I have been appointed Chairperson of the Occupational Health and Safety Authority, I have come to realise that this is the driving force behind the Authority's will to fulfill its functions. The report which is being presented in this booklet is proof of this – and is the result of work carried out by dedicated and motivated people having to implement a difficult and delicate task.

Why do we need to build strong foundations? The Authority's activities over the last two years have focused on the transposition of a vast legislative framework intended to provide a sound and robust legal foundation for this field, at par with our partners in the European Union. The Authority has also managed to build a formidable team by which to implement this legal framework and to disseminate and promote information and training through the organization of training courses, the provision of sound advice and to serve as a point of reference on this subject for workers, their employers and other interested parties. It was an honour for me to learn that a preliminary report presented in October of 2002 to the Senior Labour Inspectors Committee, a European Union statutory body, highlighted the Authority's ability to implement the acquis, and that the Authority has achieved standards comparable with those of the Member States.

But this is only the beginning. Our chosen path is long and hard. The Authority has now to look forward and set



the route for its destination. Currently a stocktaking exercise is underway, so that the problems of today and of tomorrow may be addressed in the most effective manner. For this reason, the Authority is preparing a long term plan for the next seven years, in consultation with the social partners, who are also represented on the Board of the Authority. With a joint effort, we can reasonably achieve that which we want to achieve. It is in the general interest that all our workers – the best resource of our country – are provided with a work environment free from risks to their health and safety.

I am certain that because of the prevailing strong will, we shall succeed.

Joanna Drake

Chair

26/11/03

The OHSA Board

The OHSA Act stipulates the criteria for the establishment and appointment of an OHSA Board, made up of nine members. The first Board of the Authority was appointed as follows:

Chairperson

Dr. Simone Borg LL.D

Deputy Chairperson

Mr. Frank Pullicino (*ex-ufficio* in his capacity as Director of Industrial and Employment Relations)

Members

Dr. Natasha Azzopardi Muscat MD, appointed by the Minister for Health;

Ing. Anthony Camilleri, appointed by the Minister responsible for Economic Affairs;

Dr. Francis M.E. La Ferla MD, appointed by the Minister for his competence in occupational health and safety;

Mr. Joe Gerada and Mr. Saviour Sammut, appointed to represent the interests of workers; Mr. Joseph Delia and Mr. John Spiteri, appointed to represent the interests of employers. In the case of the foregoing four members, the Minister for Social Policy appointed the said

members, after seeking the views of the Malta Council for Economic and Social Development.

All the above-mentioned appointments were valid for a period of two years with effect from the 3rd of May 2001.

Secretary

Dr. Tony Vella B.A., LL.D

Subsequently, the Board Secretary submitted his resignation for personal reasons as of the 25th July 2002. Dr. Neil Falzon was appointed in his stead.



A fact-finding visit to a workplace before the launch of the EU twinning project - the Hon. Minister Whitehead from the United Kingdom, then responsible for occupational health and safety in the UK, the CEO of the Authority, and Mr. Frank Cunneen, Chairperson of the Irish Health and Safety Authority.

The Current OHSA Board

The following new appointments were made on the Board of the Authority, which was appointed with effect from the 3rd of May 2003:

Chairperson

Dr. Joanna Drake LL.D (in lieu of Dr. Simone Borg)

Members

Mr. Emanuel Aquilina (in lieu of Mr. John Spiteri), appointed to represent the interests of employers.

There were no other changes in Board membership.

The OHSA Act also provides for the appointment of a Chief Executive Officer who is responsible for the executive conduct of the Authority, its administration and organization as well as the administrative control of its officers and employees. The CEO is appointed by the Minister responsible for occupational health and safety (at present, the Minister for Social Policy) in consultation with the Authority. The post is tenable for a renewable period of three years.

Dr. Mark Gauci was appointed as Chief Executive Officer for a period of three years with effect from the 28th June 2001.



The Authority stand at the Malta International Trade Fair, 2003.

PRIORITY AREAS

The Authority has taken on board and built upon the achievements of the Occupational Health and Safety Unit within the Department of Industrial and Employment Relations and the Commission for the Promotion of Occupational Health and Safety. Moreover, new priority areas were identified and action taken upon them, namely:

- (i) legislative reform
- (ii) administrative and capacity building of the Authority's resources
- (iii) awareness building and dissemination of information to all stakeholders
- (iv) ensuring compliance with existing legislation

(i) Legislative Reform

The legislative framework for the promotion and protection of occupational health and safety is continuously evolving, and reflects emerging trends, risks and technological innovation. Incidentally, as part of the antecedent preparations for Malta's accession to the European Union, an exercise of harmonization of all occupational health and safety legislation with the European Union *acquis* had to be undertaken. The part of the *acquis* dealing with occupational health and safety is well-developed, and reflects a common aspiration to develop existing health and safety legislation to a standard operational level across the whole of Europe.

At the same time, it was important to remove any perceived linkage between the development of higher standards of occupational health and safety and the issue of Malta's membership of the European Union. The Authority firmly believes that the people and workers of Malta need and deserve a better standard of occupational health and safety. This should be regarded as an essential requirement for the social and economic development of Malta regardless of EU membership.

The Authority is also aware of the fact that an advanced legislative framework is essential to provide a sound foundation for concrete action. The Authority has thus been very active in this regard. A full list of legislation in force is shown in Annex 2. The list includes regulations which were saved as if issued under the OHS Authority Act when the Factories Ordinance, 1940, and the Act for the Promotion of Occupational Health and Safety, 1994, were repealed.

(ii) Administrative and Capacity Building

The second priority of the Occupational Health and Safety Authority concerns capacity building. The Authority embarked on an exercise of recruitment and development of professional competence for those who were recruited or in respect of whom a request for detailing was made to the public sector. Thus all the Authority's employees were trained and / or retrained as appropriate, and kept abreast of all legislative and technical developments in this field. The support members of staff also received appropriate training.

The OHSA has striven to have technical people who are indeed competent in a generalist way to act as OHS Officers, as well as others trained to a high degree of specialisation in specific areas (e.g. radiation protection, implementation of Seveso II directive). All the Authority's Officers should be capable of giving sound advice and act as a point of reference whenever needed.

Currently the Authority employs 26 persons, 18 of whom are engaged in functions relating to its core activities, 2 in communications and public relations and 6 providing support services (Annex 3).

Engagement of a Radiation Protection Expert

One of the areas where the Authority lacked technical competence was in the field of radiation protection. This was an area that was severely unregulated and uncontrolled. The Authority thus recruited two technical persons before making recommendations to an ad hoc interministerial Radiation Protection Committee. The Authority also prepared draft regulations that were presented to the Committee for consideration.

Following a recommendation made by the International Atomic Energy Agency, a foreign expert in radiation protection was recruited on a two-year contract for service. The expert was also consulted on the draft regulations, and has given valuable advice on the national framework that needs to be set-up for the control of all radioactive sources in use in Malta.

With the coming-into-force of the Nuclear Safety and Radiation Protection Regulations, 2003, issued under the National Interest (Enabling Powers) Act (Cap. 365), the expert has continued providing advice to the Radiation Protection Board established under the Regulations.

The costs for recruiting this expert are being borne by the Authority, the Ministry for Health and the Ministry responsible for the Environment.

Other Training Programmes

Several OHS Officers have been, or will be sent on short study visits to the Health and Safety Executive. These visits, the costs of which were borne by the Authority, are intended to foster a better understanding of the administrative set-up in place in relation to chemicals safety, including asbestos and the SEVESO directive.

An ongoing training programme for support staff, with the collaboration of the Staff and Development Organisation and the IT-section (Ministry for Social Policy) is also underway.

(iii) Awareness building - Dissemination of Information to all Stakeholders - the Promotion of Training

(a) Other important initiatives undertaken by the Authority concern the provision and dissemination of information and education as well as the promotion of training in all forms and addressed to the widest sectors possible, including the general population.

Training is the ultimate responsibility of an employer and the Authority should ensure that training is being given to whosoever requires it. In doing so, it must be ensured that only competent persons give information, education, training, or provide technical advice or services.

The Authority recognizes the need for awareness building to start at an early stage, so that the concepts of occupational health and safety become ingrained in the educational system, including but not limited to trade schools and the university. Thus awareness on health and safety would not be limited to workers and to employers. Towards this end, the Authority has already carried out information talks about occupational health and safety amongst pupils and students in various schools. There are also on-going discussions with the Ministry of Education to draw a concrete programme of information in schools targeting both students and teachers.

Numerous awareness raising initiatives were organized, ranging from seminars, the publications of leaflets, the production of promotional video clips and the publication of articles in newspapers and magazines. The Authority has also participated in the Malta International Trade Fair, 2003, when 12 information leaflets were launched, and an awareness-raising competition held which attracted some 15,000 entries.

OHS Officers are also invited to participate on radio and television programmes on a regular basis. The Authority has just embarked on a joint initiative with the management of Channel 22 as a result of which, an OHS

officer features on a weekly 30-minute slot targeting students, particularly school leavers.

The Authority has issued several press releases that deal with specific areas of concern, ranging from the use of forklift trucks, to exposure to the sun while working. These have been of both a pro-active as well as a reactive nature.

The Authority has launched a Workers' Health and Safety Representatives Course in September 2003, which has attracted some 115 participants to date. The number of participants is expected to increase next year. This is felt to be particularly encouraging since the Workers Health and Safety Representatives, appointed or chosen by the employees in all workplaces in Malta will greatly assist the Authority in its endeavours, and will go a long way towards reducing, in the years to come, the persistently high demands for the Authority's services. The appointment of such persons is also perceived as a means that would facilitate and at the same time guarantee workers' participation in all decisions affecting occupational health and safety.

Also, the Authority meets all requests for training, originating from diverse quarters, including the constituted bodies, sectoral organizations, and individual companies. For this purpose, the Authority has prepared a number of training packages that can be tailored to suit the requirements of the persons receiving the training.

(b) The Authority has also actively participated in four European Weeks for Safety and Health. The scope of

these Weeks is to focus on a particular theme, chosen by the European Agency for Safety and Health at Work and to disseminate information. The themes chosen for the past four years were as follows:

- 2000 theme: Musculoskeletal disorders
- 2001 theme: Accident Prevention
- 2002 theme: Stress at Work
- 2003 theme: Dangerous Substances

Each year, the Authority (or, in the case of 2000- 2001, the Occupational Health and Safety Unit which preceded it) organized a number of activities by which to commemorate the event. These have included the organization of seminars and conferences, talks, television information slots, exhibitions and information leaflets.

In 2002 the Authority organized a ceremony where Good Practice Awards in occupational health and safety were given in a bid to raise awareness as well as commend those entities and persons who make a valid contribution in the area. For both years, nominations were accepted in different categories. In 2003, the Authority will also recognize people who would have raised awareness about occupational health and safety as an individual initiative. This year, moreover, the Chairman of the Administrative Board of the European Agency has been invited to deliver the keynote address at the Seminar on Dangerous

Substances and to present the awards during the annual OHS Awards ceremony.

(c) Initiatives targeting high risk areas: The Authority has identified a number of high risk areas which necessitate greater attention and action. These include the construction sector, by reason of its high incident rate, installations covered by the Control of Major Accident Hazard Regulations, 2003, and workplaces where dangerous radioactive sources are in use.

With regard to the building and construction industry, the Authority has launched two initiatives in collaboration with the Building Industry Consultative Council. The first one, entitled the Safety Bus, involved OHS Officers going round construction sites and filming dangerous work practices and activities. The Officers would then show the film to the workers and discussing with them ways by which the work could have been carried out safely.

The second initiative involved a training programme, launched on a voluntary basis, consisting of nine hours of lecturing to workmen, skilled persons and other stakeholders on basic occupational health and safety awareness.

In the area of radiation protection, an International Atomic Energy Agency five-day tailor-made specialized course in diagnostic and interventional radiology was organized targeting senior radiographers, final year radiography students and lecturers. The Authority organized the course locally with the cooperation of the Ministry of Foreign

Affairs, Ministry of Health and the Institute of Health Care. The course was convened by two internationally recognised IAEA experts, together with local professionals in the field. They delivered the latest knowledge and experience in all areas of radiation protection related to the diagnostic and interventional radiology.

(d) Dip. Soc. Studies (OHS)

The Diploma course leading to the Award of a Diploma Social Science (Occupational Health and Safety) is organised by the University of Malta and co-sponsored by the OHSa, which also provides lectures and the Course Coordinator. The course is currently in its third intake – to date, 40 students have been awarded the Diploma, while 36 are in the process of obtaining it. Students who are successful in the course may also apply for accreditation with the British Institute of Occupational Safety and Health.

The course is perceived by the Authority as a service to employers in providing them with the means of training persons to a high level of competence and whom they may appoint to assist them when instituting preventive and protective measures at their places of work. However the time has come when the Authority needs to evaluate whether to continue sponsoring further courses in future.

(e) Websites

The Authority recognises that public access to health and safety information improves public understanding and

strengthens public confidence in the health and safety system. To this end, the Authority publishes a myriad of information on the Internet on a regular basis.

The Authority currently maintains two websites. The Ministry for Social Policy hosts one (http://www.msp.gov.mt/services/health_safety.asp) and the other one is hosted by the European Agency for Safety and Health at Work (<http://mt.osha.eu.int>).

These websites contain up to date information and advice on health and safety issues including the latest legislation. Publications, technical documentation, papers and press releases are also published on-line to facilitate access of information to the general public. The number of hits per month is very encouraging and is an indication that this service is being well utilized by the Authority's clients.

The Authority nevertheless will embark on an update of this service to ameliorate the information and resources available.

(iv) Ensuring compliance with existing legislation.

Since it was established, the Authority finds itself having to face a situation where it has been placed on center stage by the media, politicians and by others having sectoral interest as a result of increased awareness on the need to have better levels of occupational health and safety. This has not however been accompanied by an increased awareness of obligations or of what needs to

be done resulting in increased demands on the OHSA. This has somewhat compromised the capacity of the Authority to fulfill its obligations. There is also a perception that the OHSA is the immediate formula by which to obtain immediate results, with little appreciation of the work and effort required to bring about change. Whereas most people seem to understand that health and safety levels need to be improved, few know how to go about it or the respective responsibilities at law. There is also a dearth of people who can be considered as experts in OHS, and who could be of service to the Authority itself, employers, workers' organizations, the law courts and others who might have an interest.

The increased demands on the Authority's services have rendered the Authority into a reactive organization in so far as ensuring compliance. Visits by OHS Officers often follow reports of serious incidents, or requests for investigation of severe risks to health and safety, and have to be seen within the context of the other legal responsibilities that the Authority is expected to fulfill. Unfortunately, this also means that the Authority cannot plan any structured workplace visit campaigns. The Authority has however worked towards being an effective and efficient organisation that makes use of the most cost-effective operational means by which to fulfill its obligations, implement its strategies and meet its objectives. Towards this end, the Authority has identified a number of grey areas that involve other government organizations that still do not get the required attention, and has formulated a number of Memoranda of Understanding which will soon be proposed to the entities concerned.

(v) Relations with International Institutions

(i) Evaluation by SLIC

In preparation for Malta's accession to the European Union, the OHSA was evaluated in October 2002 by a Senior Labour Inspectors Committee (SLIC) team, and a report made to the European Commission's DG-Enlargement. The Committee is a statutory body established by a Council Decision. The preliminary report presented to the SLIC plenary was that the Occupational Health and Safety in Malta is capable of implementing adequately the EU acquis on occupational health and safety. The evaluation exercise has been looked upon positively and viewed by the Authority as a peer review by a select group of experts who have had wide and long experience in managing the respective inspectorates in the relevant EU countries as well as in implementing the acquis. This is also particularly encouraging since only Malta and Cyprus were given this rating, while all other EU acceding countries failed to make the mark.

(ii) Malta-UK/Eire Twinning Project

The Authority's staff development programme has been greatly assisted by a Twinning Project, supported by funds made available by the European Union, entitled "Support for Effective Implementation of Occupational Health & Safety Law in a Pre-accession Context".

The wider objectives of the project were to develop the infrastructure required, and to deepen the understanding

among all the social partners so as to facilitate the adequate implementation of the EU acquis with respect to occupational health and safety.

The project had the following immediate objectives, concerning the Authority:

- (i) to enable it to develop the capability to implement effectively occupational health and safety legislation, in particular the Framework Directive (89/391/EEC). This was achieved through the training and resourcing of OHS Officers (including the provision of monitoring equipment, and the training in the use thereof). Officers were also enabled to advise employers on risk assessments and to judge the adequacy of assessments made.
- (ii) to assist it in the design and implementation of management inspection and information strategies to support its institutional development.

The project also had the important objective of helping the social partners play an effective role in promoting OHS and to better understand their responsibilities (statutory or otherwise) in improving OHS.

The Health and Safety Executive of the United Kingdom, and the Health and Safety Authority of the Republic of Ireland assisted the Maltese Occupational Health and Safety Authority in bringing the project to successful fruition. During the project, a number of experts from the UK and the Republic of Ireland visited Malta and

participated in various training activities which were facilitated by the Authority, while a number of OHS Officers had the opportunity to visit the Republic of Ireland and accompany Irish Officers on their duties relating to the building and construction sector. Several Board members and the Chief Executive Officer also visited Dublin and attended an Irish Health and Safety Authority Board meeting. A number of separate meetings with representatives of constituted bodies were also organized, giving the Maltese Board members the opportunity to exchange views and identify areas of possible improvements in the Maltese context.

Over and above these visits, a series of training seminars and workshops were held locally, for both the Authority staff and the general public. Experts from both the United Kingdom and Ireland visited Malta and held theoretical and practical activities.

Some of the initiatives organised included the following:

Accident Investigation: A three-day seminar provided OHS inspectors with an understanding of the techniques for investigating accidents and determining accident causes, the key elements required in evidence gathering and their presentation for prosecutions.

Communication Skills: A training course consisting of lectures, group and syndicate exercises for OHS staff with the aim of providing an insight into how people communicate; what expectations there are for them; how to address barriers to communications; and what practical

measures can be taken to improve communications.

Construction: Training in the concept and principles of risk assessment arising from EU legislation with training in the specific application of risk assessment techniques to construction activities, in order for OHSA Officers to apply risk assessment techniques to inspection and enforcement. This included on-site training on practical inspection methodologies and enforcement techniques. Also in this area, a two day seminar was held for stakeholders in the construction industry.

Cost-Benefit Assessments: Two seminars on regulatory impact assessments were held locally to help participants develop the capacity for carrying out cost-benefit assessments for national policies, strategies and regulations.

Fireworks Safety: On-site visits were carried out and two seminars held with the aim of providing an overview of the hazards and risks from fireworks and current means of control adopted in the United Kingdom. One of the seminars targeted specialists and enforcers in the field while the other brought together fireworks manufacturers, firework factory owners and those setting up the actual displays.

Implementation of National Policies: A series of meetings were organised with the Authority Board and social partners to identify the best way on how to develop strategies to implement national policies for occupational health and safety

OHS Information Strategy: A market research report was commissioned on the perceptions of OHS in Malta. This was published by HSE books and launched to the media in Malta. Workshops and meetings were also held with both OHS staff and with stakeholders to identify priority areas and develop an information strategy and products.

Radiation Protection: A 5-day course was held in Malta with theoretical presentations and on-site training for OHSA officers.

Risk Assessment: Four one-day seminars were held locally specifically targeting supervisors and workers representatives. This was followed by two one-day seminars specifically for workers representatives.

Training Strategy: Visits and interviews were carried out both with OHSA staff and others in Government who set the policies on training and competence for civil servants. The aim of this initiative was to assist the Authority to prepare a training strategy for its officers and to prepare a training document/manual that matches its needs.

Work Equipment Safety: On-site visits and seminars were held in Malta and Gozo to provide training in the concept and principles of risk assessment arising from EU legislation and in the hazards and risks from typical examples of machinery and work equipment found in the workplace.

Workplace Transport Safety: On-site visits and seminars were held in Malta and Gozo with the aim

of identifying and tackling common hazards and risks associated with workplace transport, assessing state of the art solutions to these hazards and risks as well as giving an overview of the legal requirements imposed by European law.

Conference: An end of Twinning international conference was held in January 2003 where key stakeholders discussed concerns and possible future actions.

A pre-accession adviser from the UK's Health and Safety Executive was also attached to the Authority for a period of one year, ending in January 2003, to render assistance and advice to the Authority.

The full funds allocated for the project, which ran between January 2002 and January 2003 were:

Purpose	Allocation
Total Institution building	370,000 €
OH monitoring Equipment	125,000 €
IT Equipment and Software	240,000 €
Malta funds (The Malta funds have been allocated for training and the purchase of furniture for the new premises)	369,700 €

Table 5: Funds available under the Malta – UK/Eire Twinning Project

Currently, the part of the project concerning the acquisition of IT hardware and software, monitoring equipment and the installation of a local area network for the new premises

is in the tender award phase. The project also included an element of co-financing out of Malta funds, which will be used for the purchase of furniture for the new premises. A tender is in the process of being issued.

The project's Joint Monitoring Committee has expressed satisfaction at the organization of the project, its progress and outcomes.

(iii) Malta-UK-Europe Action Plan

Under the Malta-UK-Europe Action Plan, the UK Foreign and Commonwealth Office co-sponsored a project aimed at delivering training for personnel from those Government entities having a role to play in the implementation of the Control of Major Accident Hazard Regulations, 2003. Operators of installations regulated by the same regulations also participated in the training programme, which was organized by four leading UK and Irish experts in the field and coordinated by the Authority. The first workshop was held in December 2002, and was followed by four other similar activities dealing with Major Accident Prevention Policies, the Safety Report, Emergency Planning and Land Use Planning. The last initiatives to be organized in October 2003 were in the form of winding up sessions to deal with safety reports, Major Accident Prevention Policy (MAPP), and included a desktop exercise on emergency planning.

This project was co-sponsored by the UK Government and the OHS Authority.

(iv) Monitoring missions

Throughout these last two years, the Authority has been the subject of a number of Monitoring missions, coordinated by the DG Employment and Social Affairs/ DG Enlargement, with the aim of determining Malta's level of preparedness with regards to the transposition of the acquis. A concordance exercise has also been initiated, and a number of clarifications requested. The Authority was informed by the Health and Safety Unit (DG Employment & Social Affairs) that clarifications given have been accepted pending further discussion within Unit.

Other initiatives

Premises

The Authority is currently operating out of rented premises located towards the lower end of Valletta. These premises are considered totally unsuitable for modern day use. Clients who visit the premises often complain about its inaccessibility. The Authority has therefore purchased more centralised, better-suited and larger premises that can accommodate the employees of the Authority in a safe and healthy environment. The new premises will also include facilities for training.

The tender for the refurbishment of the new premises has been awarded and works have commenced. It is anticipated that these works will take around seven months to complete. The total cost of refurbishment will be around Lm300,000, with the funds and the settlement of all invoices

being administered by the Ministry for Social Policy.

Development of a Management Information System

The OHSA has launched a scoping study on the requirements for the establishment of an OHSA Management Information System (MIS) – the primary aim of the project was to review the existing business processes with the Authority and to recommend an integrated MIS based on a business process re-engineering exercise, so as to scope the business of the Authority which would benefit from IT. The launch of the MIS is wholly dependent on the availability of funds.

Discussions on a Collective agreement for the Authority's employees

The Authority has been involved in discussions with the union representing the majority of employees on a Collective Agreement. These discussions have included representatives from the Ministry and from the Collective Bargaining Unit.

Corporate governance

In its role as the guardian and promoter of OHS issues in Malta, the Authority forms part of the extended public sector, and ensures that it abides by the relevant public sector rules and policies in its corporate governance matters. This is applicable in particular to policy issues with regards to human resources, finances, information systems and public procurements.

Statistics about occupational incidents.

The collection of statistics about occupational incidents, including injuries, fatalities and ill-health may serve as an important tool by which to evaluate the effectiveness of measures taken. The Authority has taken a number of initiatives including with other Government entities to raise awareness about the need for notifications under the relevant legislation.

The various initiatives taken by the Authority to promote and raise awareness about occupational health and safety in general has also general media interest so that a large number of occupational incidents are mentioned by the media. However this has fuelled the public perception that occupational accidents are on the increase.

In fact the number of occupational incidents continues to show a downward trend, a statistical phenomenon noted over the past few years. This is especially apparent with regards to the number of injuries reported to the Department of Social Security, and which are associated with a claim for an injury benefit payable under the Social Security Act. The following table illustrates this trend.

Year	Gainfully occupied (Source: NSO, ETC)	Injuries at work (Source: D.S.S.)	Injuries per 100,000 workers	Fatalities (Source: O.H.S.A.)
1994	133900	6042	4512	4
1995	139483	5918	4243	13
1996	136145	5223	3836	12
1997	136788	6338	4633	5
1998	133276	5703	4279	12
1999	134302	5274	3927	9
2000	136828	5286	3863	5
2001	137452	5111	3718	6
2002	136863	4936	3326	4
2003	n/a	3684	n/a	12

A similar downward trend has also been experienced in a number of other European countries who however, after a number of years have seen a stabilisation of the downward trend, which stabilisation has persisted despite increased efforts and the allocation of further resources.

With regards to occupational diseases, there remains a dearth of notified cases of ill-health. This can be attributed to a number of factors, chief amongst which is that the association between work and the resulting ill-health is not appreciated. The Authority will address this problem with the development of its MIS.

Annex 1: Activities carried out by the Authority.

		Annual TOTAL	Gross TOTAL
Workplace visits	2002	512	
	2003	564	1076
Chemicals licenses vetted	2002	5716	
	2003	2631	8347
Equipment certificates vetted	2002	1578	
	2003	890	2468
Telephone requests for information	2002	2960	
	2003	1733	4693
Hours of training/lectures delivered	2002	200	
	2003	242	242
Staff development man hours	2002	1555	
	2003	1020	2575
Awareness events organised	2002	13	
	2003	10	23
Press releases / Letters to editors	2002	12	
	2003	40	52
Figures for 2003 are for the period January to end of September			

Annex 2: List of OHS legislation.

Legislation	Reference
Act XXVII of 2000, Occupational Health and Safety Authority Act	Cap. 424
Protection of Workers from Risks related to Exposure to Biological Agents at Work Regulations, 2003	LN 228 of 2003
Protection of the Health and Safety of Workers from the Risks related to Chemical Agents at Work, Regulations, 2003	L.N. 227 of 2003
Protection of Workers from the Risks related to Exposure to Asbestos at Work Regulations, 2003	LN 123 of 2003
Regulations on the Protection of Workers from the Risks related to Exposure to Carcinogens or Mutagens at Work, 2003	LN 122 of 2003
Minimum Requirements for the Use of Personal Protective Equipment at Work Regulations, 2003	LN 121 of 2003
Regulations establishing a First List of Indicative Occupational Exposure Limit Values on the Protection of the Health and Safety of Workers From the Risks related to Chemical Agents at Work, 2003	LN 120 of 2003
Control of Major Accident Hazard Regulations, 2003	LN 37 of 2003
General Provisions for Health and Safety at Work Places Regulations, 2003	LN 36 of 2003
Protection against Risks of Back Injury at Work Places Regulations, 2003	LN 35 of 2003
Factories (Night Work by Women) (Repeal) Regulations, 2003	LN 34 of 2003
Workplace (Provision of Health and, or Safety Signs) Regulations, 2002	LN 45 of 2002
Work Place (Minimum Health and Safety Requirements) Regulations, 2002	LN 44 of 2002
Minimum Health and Safety Requirements for Work with Display Screen Equipment Regulations, 2002	LN 43 of 2002
Work Place (First Aid) Regulations, 2002	LN 11 of 2002
Occupational Health and Safety Appeals Board (Procedural) Regulations, 2002	LN 10 of 2002
Protection of Young Persons at Work Places Regulations, 2000	LN 91 of 2000
Protection of Maternity at Work Places Regulations, 2000	LN 92 of 2000
Factories (Health, Safety and Welfare) Regulations, 1986	LN 52 of 1986
Power Presses Regulations, 1984	LN 25 of 1984
Steam and Hot Water Boilers Regulations, 1976	LN 34 of 1976
Building (Safety) Regulations, 1968	LN 96 of 1968
Factories (Hoists and Lifts) Regulations, 1964	LN 47 of 1964
Factories (Superintendence and Control of Plant) Regulations, 1954	GN 340 of 1954
Dock Safety Regulations, 1953	GN 497 of 1953
Factories (Woodworking Machinery) Regulations, 1949	GN 787 of 1949

Table 1: Occupational Health and Safety Legislation in Force

Legislation	Reference
Merchant Shipping (Medical Stores) Regulations, 2002	(Cap. 234), LN 148 of 2002
Nuclear Safety and Radiation Protection Regulations, 2003	(Cap. 365), LN 44 of 2003
Asbestos Fibres (Prohibition of Importation) Regulations 1994	LN 129 of 1994
White Phosphorus Matches (Prohibition) Ordinance, 1910	Cap. 38

Table 2: Other Occupational Health and Safety Regulations not issued under OHS Authority Act

The Authority has also prepared draft regulations, which have, or will be discussed at Board level before making the appropriate recommendations to the Minister.

Legislation	Anticipated Publication
Workers' Health and Safety Representatives (Interpretation) Regulations	2004
Work Place (Minimum Health and Safety Requirements for Work in Confined Spaces and, or Spaces having Explosive Atmospheres) Regulations	2004
Protection of Workers in the Mineral Extracting Industries through Drilling and of Workers in Surface and Underground Mineral-extracting Industries Regulations	2003
Work Place (Minimum Safety and Health requirements for the use of Work Equipment by Workers) Regulations	2004
Work Place (Minimum Health and Safety Requirements for Work at Temporary or Mobile Construction Sites) Regulations	2004
Work Place (Protection from Noise) Regulations	2004
Protocol Additional to the Agreement between the Republic of Malta and the International Atomic Energy Agency for the Application of Safeguards in connection with the Treaty on the Non-proliferation of Nuclear Weapons Regulations.	(Under Cap. 365).

Table 3: Legislation in Preparation

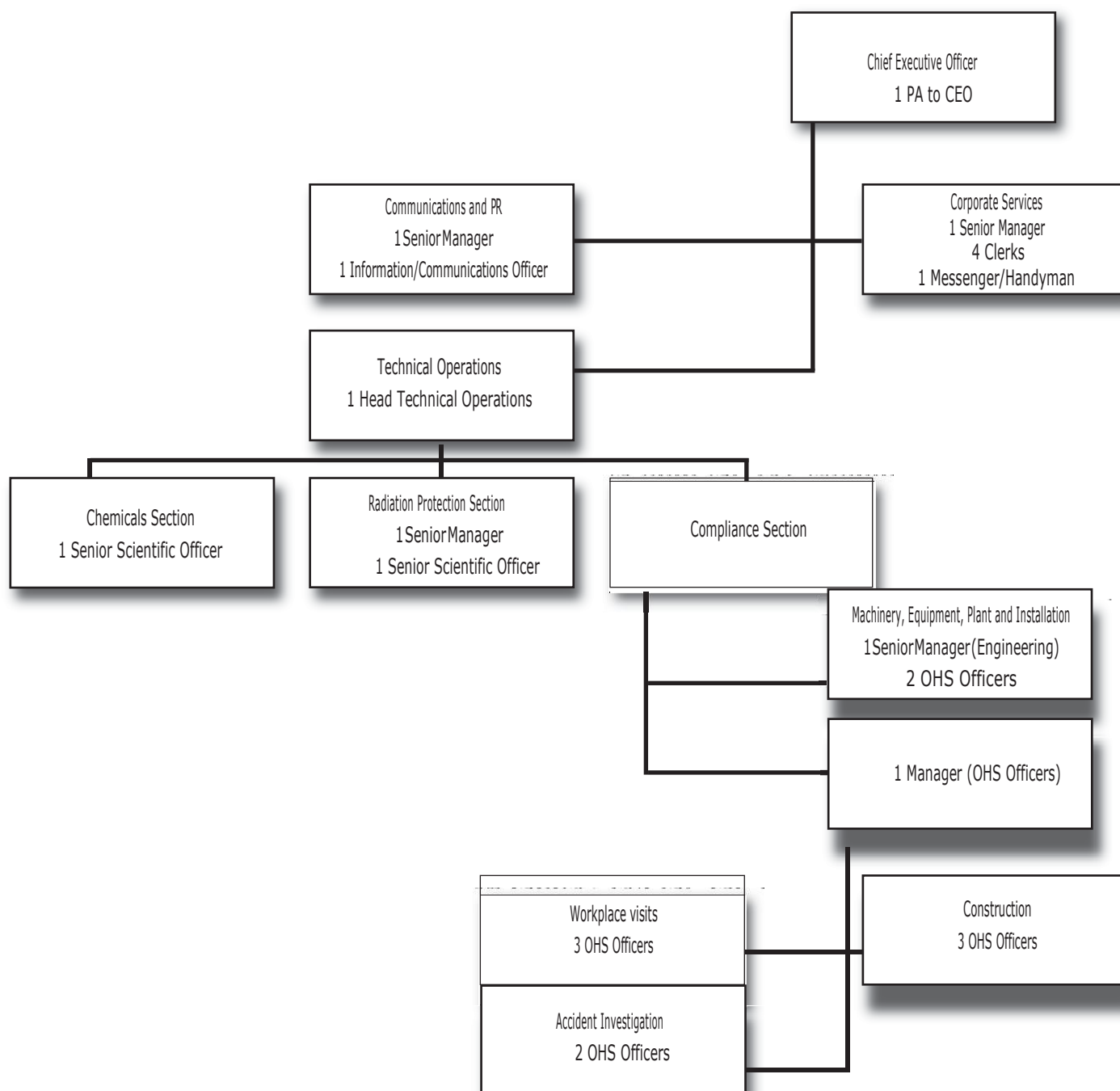
In addition, there are also a number of technical documents, published either by the Authority or which were published before the Occupational Health and Safety Authority Act was brought into force.

These documents provide guidance so that various specific hazards and risks can be better controlled.

Technical Documentation
Recommended procedure for dealing with mail suspected of being infected with Anthrax.
Guidance on SARS for workers.
An integrated Policy for the Security of Persons inside Financial institutions.
Managing stress at Work.
Code of practice for the Building and Construction Industry.
Minimum Health and Safety Requirements for the Handling of Asbestos-containing Material (ACM).
Minimum Health and Safety Requirements for handling cyanide-containing compounds.

Table 4: List of Technical Documentation

Annex 3: Organigram



"Income and Expenditure" - Budget for the year 1 October 2003 - 30 September 2004

Occupational Health and Safety Authority Income and Expenditure Account Budget for the year 1 October 2003 to 30 September 2004

	Oct'03-Sep'04	
	Budget Lm	Budget Lm
Personal Emoluments		
Staff Salaries	205,000	
Honararia to OHSa members	15,600	
Recharged payroll	- 18,000	
Social Security Contributions	15,000	
Total personal emoluments		217,600
Operational Expenses		
Utilities	10,000	
Material & Supplies	4,000	
Repair and Upkeep	4,000	
Rent	9,000	
International Memberships	1,000	
Office Services	5,000	
Transport	20,000	
Travel	15,000	
Information Services	10,000	
Profession Services	10,000	
Training	1,000	
Hospitality	1,000	
Incidental Expenses	-	
Total Operational Expenses		90,000
Special Expenditure		
Vat payable on EU projects	24,000	
Management Information System	5,000	
		29,000
Total Recurrent Expenditure		336,600
Confirmed Income		
Government Recurrent Grant	230,000	
NPAA funds	60,000	
		290,000
Budgeted Income		
Lectures, training and conferences	10,000	
Administrative fines	10,000	
		20,000
Total Budgeted Income		310,000
Deficit for the year		(26,000)

"The Financial Statements of the Authority for the period ended 30 September 2003 are being included in a separate report."

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