

COUNTRY REPORT

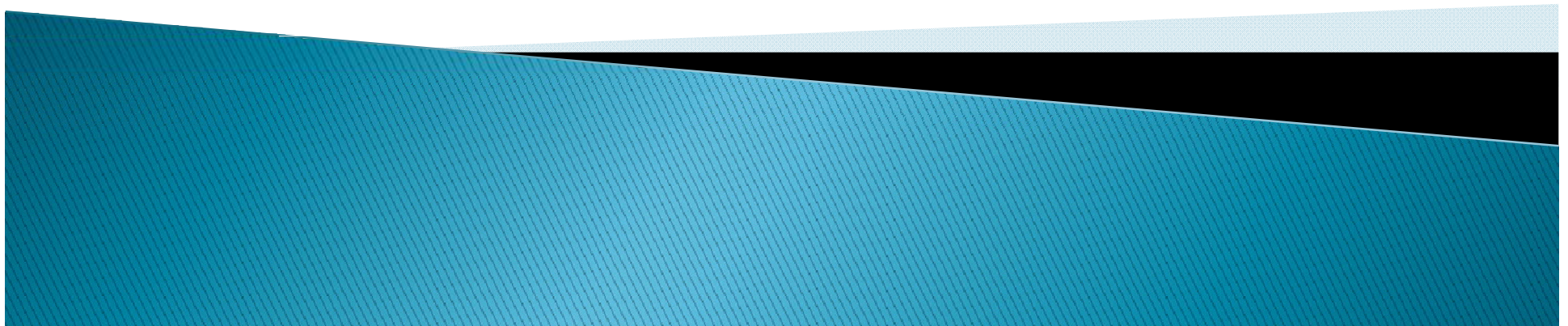
FIJI

VEER CHAND

NATIONAL TRAINER OCCUPATIONAL HEALTH & SAFETY AND FIRST AID

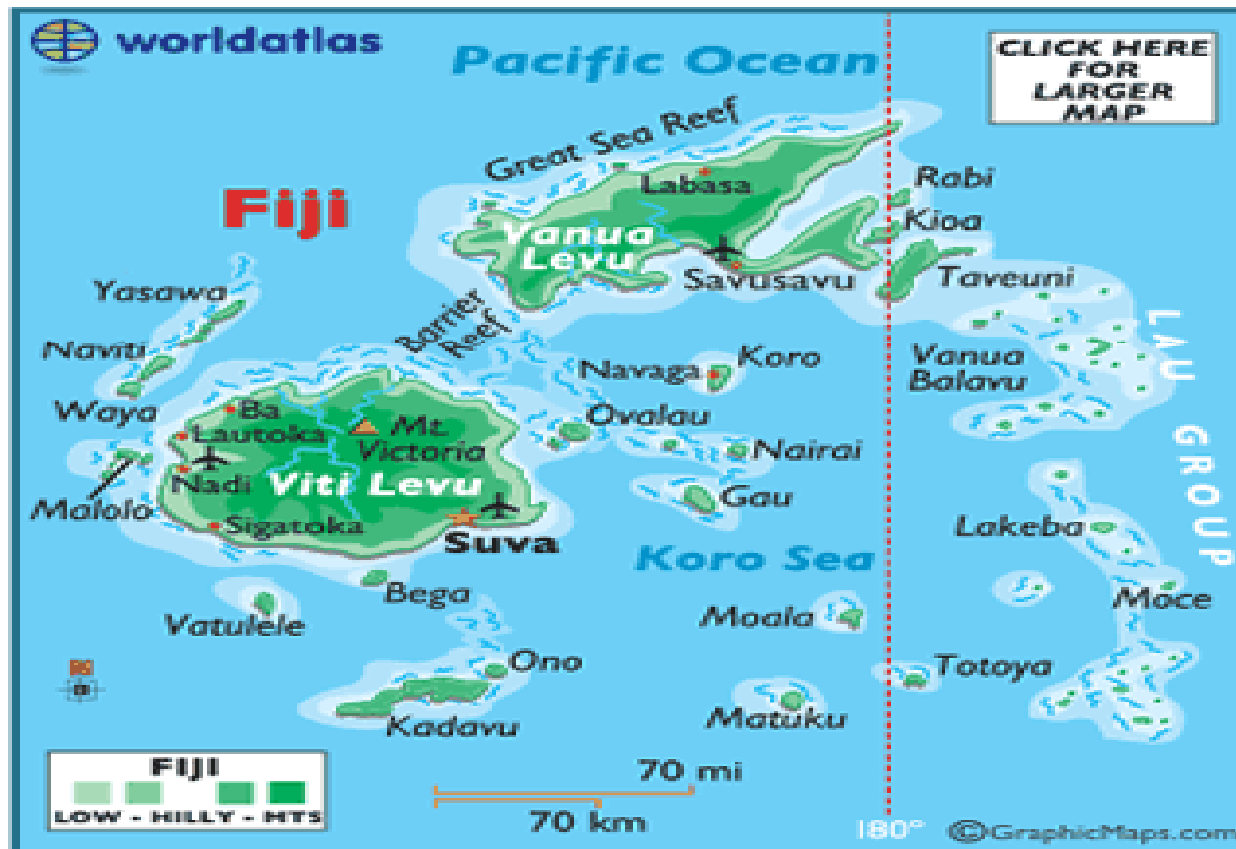
MINISTRY OF EDUCATION

SUVA, FIJI



Name : Veer Chand

Country: Fiji



Country – Fiji

- ▶ Fiji is a group of beautiful volcanic islands in the South Pacific, lying about 4450KM South West of Honolulu and 1770KM north of New Zealand. Fiji is comprised of 322 islands. About 100 are inhabited, while the balance remains nature preserves.

As one of the most developed economies in the Pacific island jurisdiction, Fiji relies heavily on its tourism industry and sugar exports. The island nation is also rich in gold, coconut oil, seafood and lumber.

The exotic islands of Fiji are one of Oceania's most popular destinations, and thus attract all types of travelers.

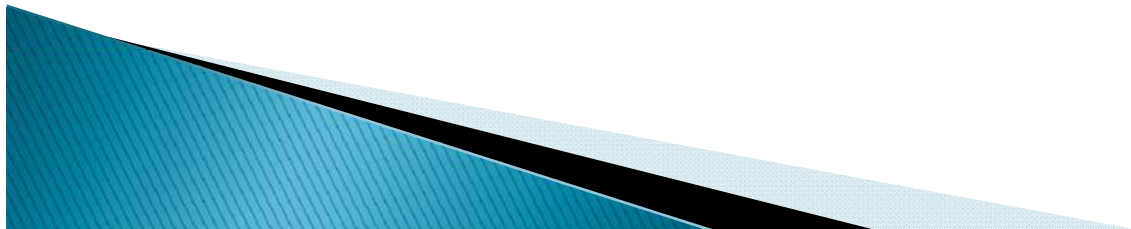
From the thrill-seekers and water sport fans, to families and couples alike, thousands from all over the globe seek out this gorgeous slice of paradise, and take advantage of its abundant sunshine and breathtaking landscape.

- ▶ Source: www.infoplease.com




Organization/Department/Title

- ▶ Ministry of Education, Professional Development Unit, National Trainer for Occupational Health & Safety and Elementary First Aid

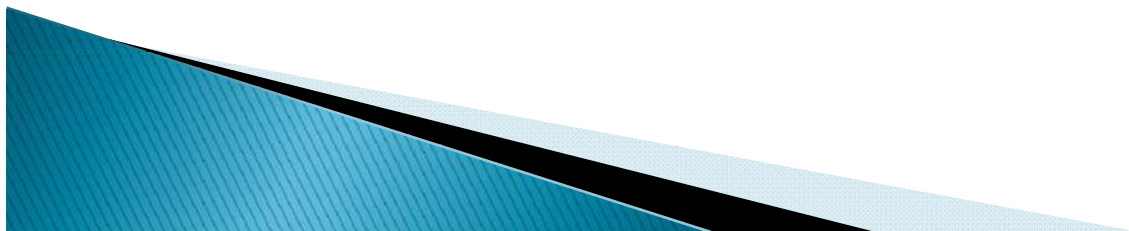


Year of work experience in the field of industrial/occupational safety and health: 11 years of experience. Work experiences are as follows:

- ▶ 2003–2007 – As OHS Chairperson at Central Police Station.
 - ▶ 2008– OHS Chairperson at Criminal Investigation Department {CID} Headquarters
 - ▶ 2009– 2011 – Group Occupational Health and safety {OHS} Manager for General Machinery Group of Companies.
 - ▶ 2011– 2015– Lecturer in Occupational Health and Safety, Management and Elementary First Aid at Fiji National University {FNU}.
 - ▶ 2015 and current– National Trainer for Teachers in Occupational Health and Safety and Elementary First Aid with Ministry of Education.
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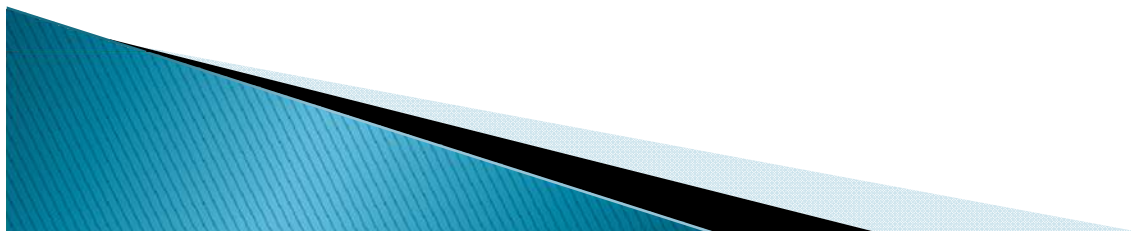
Statistics

- ▶ Workplace injuries in Fiji: a population-based study – Fiji Ministry of Health and surveillance hospitals and TRIP Project Team.
- ▶ Background
- ▶ Workplace injury rates in low and middle -income countries are known to be high.
- ▶ Aims
- ▶ To describe the fatal and hospitalized workplace injuries in Fiji using a population - based trauma registry.
- ▶ Methods
- ▶ An analysis of data from a prospective population -based surveillance registry investigated the characteristics associated with workplace injuries resulting in death or hospital admission.



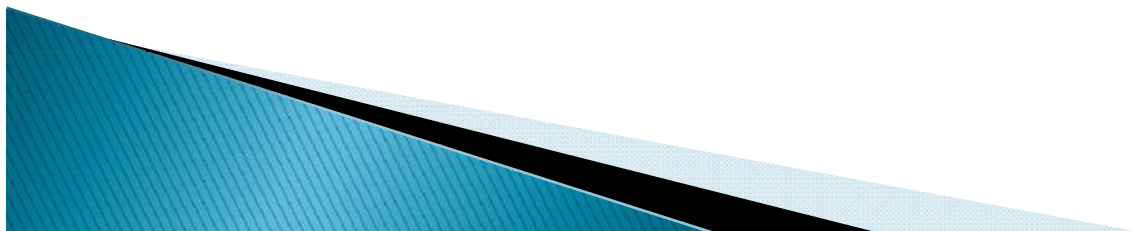
Data collection methods for statistics

- ▶ By way of reports received at the ministry of employment through LDF1 which is reported by the employer to the Ministry and also from the Ministry where the workers lodge report for compensation for the injuries they have received while working for the employer.



Safety and Health related Laws and Regulation–

- ▶ Health and Safety at Work Act, 1996 {HASAWA, 1996}
- ▶ Health and Safety at Work {General Workplace condition, 2003}
- ▶ Health and Safety at Work {Reps and Committees}Legal Notice 168
- ▶ Health and Safety at Work {Administration} Regulations 1997 Part 1
- ▶ Health and Safety at Work {Administration} Regulations 1997 Part 2
- ▶ Health and Safety at Work {Diving} Regulations 2006
- ▶ Health and Safety at Work {Control of Hazardous Substance



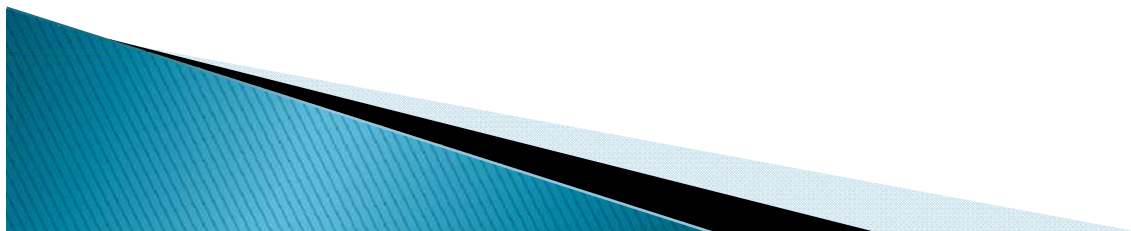
LABOUR INSPECTION SYSTEM

Description:

- ▶ Inspectorate staffs verify the nature of complaints recorded.
- ▶ Advice and discuss with employer on the nature of complaint and the claim of the worker.
- ▶ Visit/ call/ email and request the employer to provide the wages and time records for the complainant and conduct inspection. Also advice complainant on the progress of the case.
- ▶ If employer fails to provide wages and time records, call for a Good Faith meeting.
- ▶ Conduct search and issue demand for wages and time records.
- ▶ Verify records on compliance as per ERP.
- ▶ If no claims, inform complainant to visit office so that file can be shown to the complainant.

LABOUR INSPECTION SYSTEM

- ▶ Calculate the legal claims of the worker based on the wages and time records provided by the employer.
- ▶ Issue the request for payment through a letter with the calculation sheet attached for verification and endorsed calculation.
- ▶ If Employer fails to pay than issue demand notice for payment.
- ▶ If complainant at any point wishes to withdraw the complaint, then the complaint withdrawal form needs to be filled.
- ▶ Payments received from employer, then issue trust fund receipt and prepare payment voucher.
- ▶ If payment is disputed, issue fixed penalty notice.
- ▶ If complaints settled, then fill Complaint History Form and attach Confirmation Form

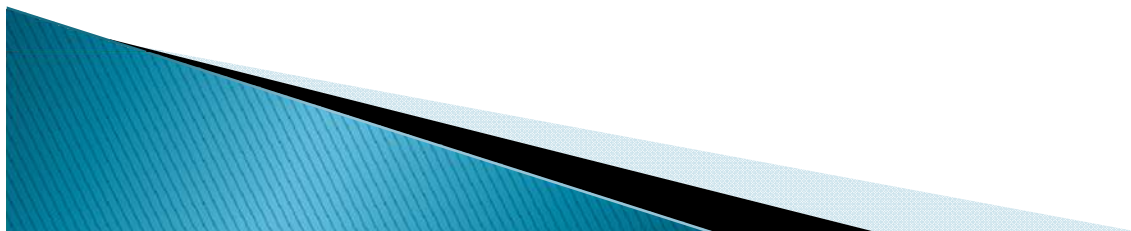


Workers accident compensation insurance

- ▶ Procedure of workers Compensation:
- ▶ Any injury occurs at the workplace the Ministry of Employment to be notified within 14 days.
- ▶ Any death occurs it is the duty of the employer to notify Ministry of employment with 7 days.
- ▶ Final medical assessment form the doctor after 6 months of minor injury
- ▶ Final medical assessment form the doctor after 18 months of major injury
- ▶ Ministry of Employment sends the claim to the employer based on final medical assessment {LDC6}
- ▶ The Ministry of Employment provides option to the employer either to pay for the claim or dispute in the court of law. {The employer pays from the insurance brokers if the employees are insured with the brokers}
- ▶ The employer opted to dispute then the case will be filled in the Employment Relation Tribunal.

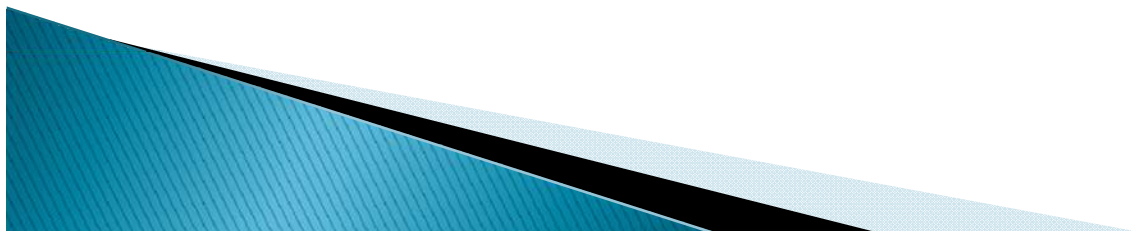
Workers accident Compensation Insurance

- ▶ OHS awareness is improved through the training of OHS Committees and OHS Representatives, joint OHS partnership projects, development of OHS Regulations and Codes of Practice, OHS audits, investigations and enforcement initiatives. The service also processes Workers Compensation claims for work related injuries and deaths.
- ▶ The service comprises of the following three specialized units:



Workers accident Compensation Insurance

- ▶ Training, Accreditation, Chemical and Hygiene (TACH). The TACH Unit is responsible for occupational health and safety training which is an integral part of the OHS management strategy and the implementation of its policies and procedures.
- ▶ Risk Engineering and Capital Projects (RECP)
- ▶ The Risk Engineering Service is responsible for the vetting of plants and machinery designs gazette under Schedule 4 of the Health and Safety at Work (Administration) Regulations 1997, and the Non-Destructive Testing (NDT).

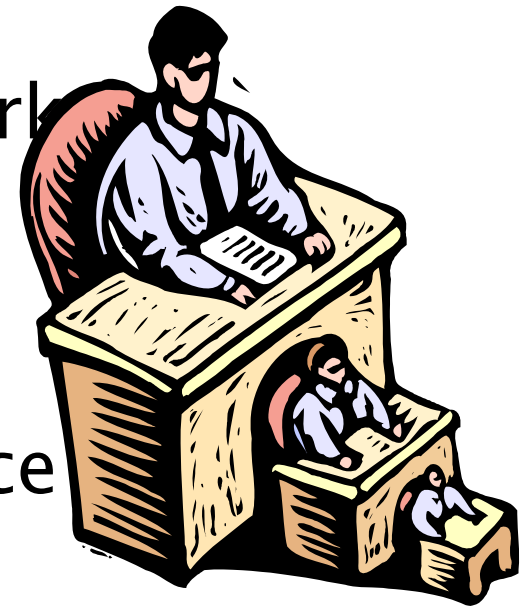


Workers Accident Compensation Insurance

- ▶ Field Operations(FO)
- ▶ The FO Unit is responsible for the effective delivery of OHS Field Operations services in all workplaces in the Central/Eastern, Western and Northern Divisions of Fiji and its core activities include the:
 - ▶ Enforcement of OHS Standards
 - ▶ Provision of an effective emergency OHS Response Service for serious work related accidents, injuries and fatalities
 - ▶ Provision of an assistance to workplaces in the setting up of OHS committees
 - ▶ Responsive and effective OHS investigation, enforcement and prosecution
 - ▶ Audit of OHS Management Systems in workplaces
 - ▶ Resolution of conflicts between injured parties on immediate threat situations
- ▶ Provisions for quality and sound policy and advice to the Minister, The Permanent Secretary and the NOHSAB.

Safety of Equipment and Facilities

- ▶ Shall promote & protect the health & safety at work of all workers by providing:
- ▶ Safe equipment
- ▶ Safe & healthy system of work
 - layout of the job.
 - methods of using machinery/equipment
 - supply of suitable appliance human resources.



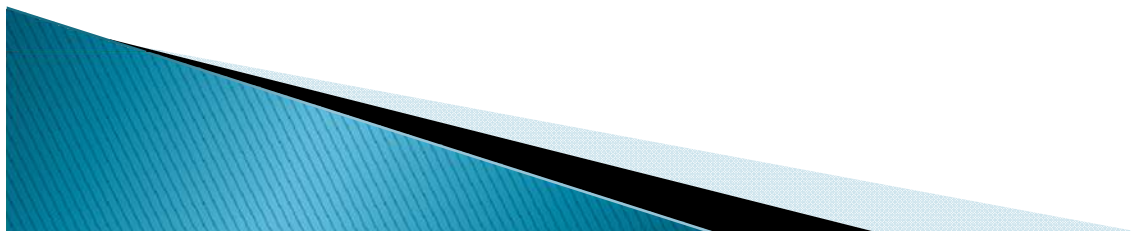
Safety of Equipment and facilities

- ▶ Provision of proper instruction, procedure manual
- ▶ Warnings and notices about the job
- ▶ Safe use of plant & substances
 - information
 - instruction & training
 - supervision
 - housekeeping
- ▶ OHS Policy in consultation with workers.
- ▶ \$100,000.00 corporation, \$10,000.00 any other case



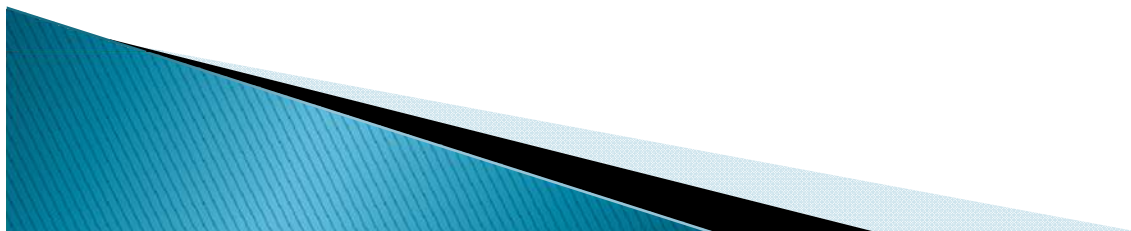
Safety of Equipment and facilities

- ▶ An employer is responsible for the health & safety of:
- ▶ All non-workers in the workplace
- ▶ All who use the workplace for work
- ▶ All who use an employer's plant, equipment or substances
- ▶ \$100,000.00 corporation, \$10,000.00 any other case



Training/Education Program

- ▶ The training are designed by the institutions in Fiji and provided by the institution. The training institutions for Occupational health and safety in Fiji are Ministry of Education, Ministry of Employment, Fiji National University, University of South pacific & University of Fiji, The example of designed training program for occupational health and safety for teachers in the Ministry of Education is as mentioned below;

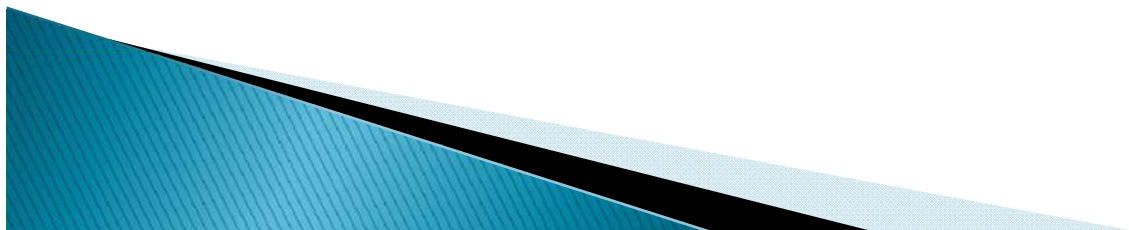


Training/Education Program

- ▶ The training is programmed for 3 days and teachers around the clusters in districts are trained. Average participants of 50 are trained from 25 to 30 Primary and Secondary schools around the clusters. 2 teachers from each school are released from the school by the school heads.
- ▶ Training in this Occupational health and safety was the initiative of the Honorable Minister for Education Heritage and Arts Dr Mahendra Reddy. This training for teachers has started in the month of May in the year 2015. A total of 843 teachers are trained till 25th of September, 2015. There is a total of 11, 334 and all teachers are expected to be trained by the year 2024 including the new teachers who are currently perusing their education with the universities.
- ▶ Different strategies are used during the time of training. The teaching aid and the feedback strategies are changed in the class.
- ▶ Participants are also involved in the group presentation, impromptu speech and role plays.

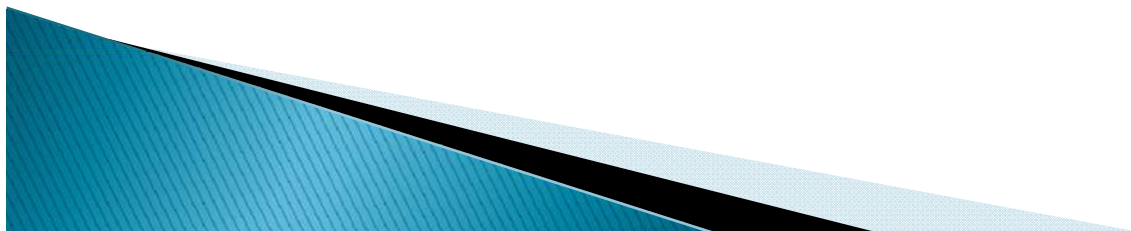
Activities of industrial/occupational safety and health organization other than government

- ▶ **Fiji Ports Corporation Limited**
- ▶ **The General Policy of Fiji Ports Corporation Limited**
- ▶ The Occupational Health and Safety of all persons employed with Fiji Ports Corporation and Ports Terminal Limited and those visiting the facility are considered to be utmost importance.
- ▶ The promotion and maintenance of OHS is primarily the responsibility of management. Management at all levels is required to contribute to the health and safety of all persons in the workplace. To this end, it is the responsibility of the management to develop, implement and keep under review, in consultation with its employees, the organization's OHS Program.



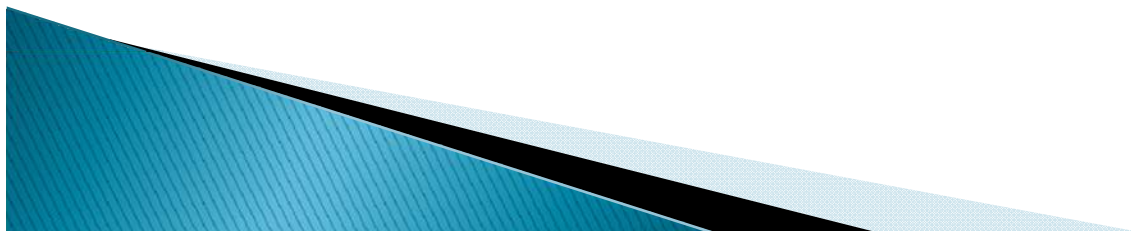
Activities of industrial/occupational safety and health organization other than government

- ▶ **Occupational Health and Safety Activity Program**
- ▶ In order to implement the general provisions of this policy, a program of activities and procedures will be set up, continually updated and effectively carried out. The program will relate to all aspects of OHS including:
 - ▶ OHS training and education
 - ▶ Provisions of information to employees, contractors and sub-contractors
 - ▶ Development of safe work procedures
 - ▶ Emergency procedures and drills
 - ▶ Provision of OHS equipment, services and facilities
 - ▶ Regular workplace inspections and evaluations
 - ▶ Reporting and recording of incidents, accidents injuries and illnesses.



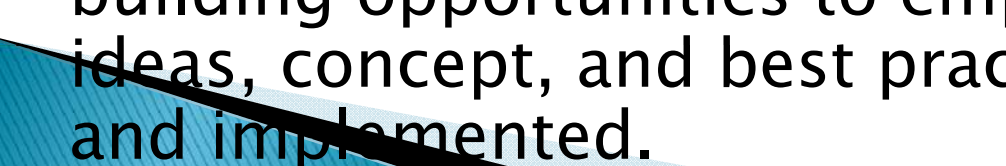
OSHMS and Risk Assessment

- ▶ The essence of occupational safety and health (OSH) is the management of occupational risks. An OSHMS is a preventive method to implement safety and health measures which consists of four steps and incorporates the principle of continual improvement. Its principles are based on the PDCA Cycle: PLAN, DO, CHECK, ACT. Its purpose is to establish a comprehensive and structured mechanism for joint action of management and workers in the implementation of safety and health measures. A systems approach allows for the assessment and improvement of performance in the implementation of preventive and control measures.

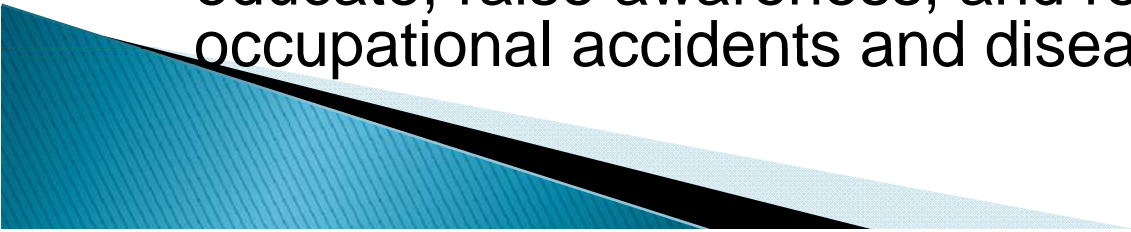


Campaign/Event/National Convention/Exhibition

Campaign

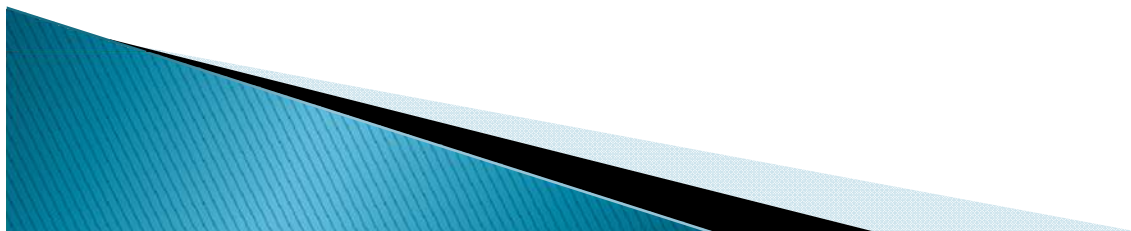
- ▶ As Fiji had realized the importance of OHS and had followed the global trends in adaptation of laws and best practices, informal sectors and small and medium enterprises are encouraged to invest in OHS training.
 - ▶ It came as Fiji National University's National Training Productive Centre and the National Safety Council of Australia hosted a one - day seminar on World Occupational Health and Safety Day.
 - ▶ The training programme provides capacity building opportunities to employees so that new ideas, concept, and best practices could be learnt and implemented.
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One of Core Problems on OHS in Fiji

- ▶ Although Fiji has not ratified Convention 155 on Occupational Health and Safety it has national legislation in place (Health and Safety at Work Act 1996) and a range of Regulations under the Act relating to administration and standards for various sectors and industry groups. The legislation however is closely aligned to and is reflective of the Convention. A tripartite National OHS Board has been established and most enterprises have workplace Health and Safety Committees and/or Officers as required by the legislation. In practice however the minimum standards in the legislation, and the procedures are interpreted by employers as all that they are required to do. In addition OHS issues are addressed in a reactive approach, ie solutions are sought and issues addressed as and when problems arise rather than a proactive approach to educate, raise awareness, and reduce the risks of occupational accidents and diseases from happening.
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Counter Measures for the above problem

- ▶ To provide more specialized training for OHS personnel's to create more awareness.
- ▶ Employers to provide education and in house training for their employees.
- ▶ More interventions from the developed countries to organize events just like the one organized by JICA.



Thank You

The End

