

Example of use of the Déparis method

Ann Schiettecatte
CESI

Exemple Déparis 2006



1

Description of the work situations

- 7 garages (ex-independent)
- 172 workers
- 3 garages recently integrated into the group
- 3 work situations:
 - Body shop
 - Machine shop
 - Showroom

Exemple Déparis 2006



2

Type of activity: workshop mechanics – body work



Exemple Déparis 2006



3

Type of activity: workshop mechanics – body work



Exemple Déparis 2006



4

Description of the demand

- **Initial request**
 - Analysis of the risks
- **After discussion with the OHP**
 - Wish of an "lively" method of analysis of the risks
 - Wish of a formative method for the workers taking into account decentralization
 - Wish of a method simple to use in-house
- **After discussion with Management**
 - Déparis dialogue Guide in one of the 3 new garages
 - Training of the OHP to the method

Exemple Déparis 2006



5

Presentation of the Déparis guide to the various partners

- **Choice of 2 work situations in a garage: machine shop and body shop**
- **Visit of the work situations and information**
 - To the workers
 - To the local direction
- **Organization of the meetings according to plannings of the garage**

Exemple Déparis 2006



6

Point of view of the OHP

- Fear of an inadequacy compared to the legislation
- Doubt concerning the ability of the workers to give their opinions on the various aspects
- **BUT:** conviction that the participation of the workers will lead to more efficient prevention

Exemple Déparis 2006



7

Point of view of the OHP and the general Direction

- **Different objectives**
 - Direction: to answer the legal obligations with less expenses
 - OHP: to improve the working conditions
- **Agreement of the management for the implementation of Déparis under condition:**
 - Training of the internal OHP
 - Application in-house of the method for the other garages

Exemple Déparis 2006



8

Point of view of local Management and of the workers

- **Interest for the approach but:**
 - Fear that the approach is not applicable in practice
 - Time needed
 - Number of workers
 - Meeting space
 - Impression of redundancy compared to the regular visit of the occupational physician
 - Fear of no follow-up in view of
 - The extend of the problems
 - The implication to implement the proposed solutions

Exemple Déparis 2006



9

Initially:

Mutual distrust Inertia

- Lack of confidence
- Resistance to change
- Fear of the unknown

**However rather good relations
between workers and their local
managers**

Exemple Déparis 2006



10

Organization of the meeting

- **After the visit of the garage:**
 - Designation, by local Management, of the workers taking part in the exchanges according to their availability and of their thorough and total knowledge of the tasks
 - Planning of the meetings
 - Adaptation of the 18 headings of Déparis to the garages

Exemple Déparis 2006



11

Adaptation to the sector "garages"

1. Premises and working areas

Mother	Garages
<p>To be discussed</p> <p>Workshops, offices and working areas</p> <ul style="list-style-type: none"> ◊ Of average size and nobody is isolated <p>Circulation paths (for people and vehicles)</p> <ul style="list-style-type: none"> ◊ Broad enough, well delimited by lines ◊ Not obstructed with objects, boxes, pallets... ◊ Good visibility <p>Accesses to the working areas</p> <ul style="list-style-type: none"> ◊ Easy, direct and of sufficiently broad (> 80 cm) <p>Obstruction appropriate storing and tidiness</p> <p>Storing spaces</p> <ul style="list-style-type: none"> ◊ Sufficient (binders, cupboards...) and easily accessible <p>Technical maintenance and house keeping</p>	<p>To be discussed</p> <p>Workshops, garages and working areas</p> <ul style="list-style-type: none"> ◊ Painting shop, machine shop, body shop, pits... ◊ Of average size and nobody is isolated ◊ Little obstructed with objects, cases, tires, spare parts, tools... <p>Pits well delimited (yellow and black bands, barriers...)</p> <p>Circulation paths (for people and vehicles)</p> <ul style="list-style-type: none"> ◊ Broad enough, well delimited by lines ◊ Not cluttered by objects, cases, pallets... ◊ Good visibility <p>Carpark sufficient, not cluttered...</p> <p>Accesses to the working areas</p> <ul style="list-style-type: none"> ◊ Easy, direct and of sufficient width (> 80 cm) <p>Storing spaces</p> <ul style="list-style-type: none"> ◊ Sufficient (sorters, cupboards...) and easily accessible <p>Technical and domestic maintenance</p>

Exemple Déparis 2006



12

Course of the 2 meetings

- **Participants:**
 - Groups of 3 to 5 people
 - Representatives of a work situation
 - Various levels of qualification (technical schools, graduated) and of professional categories (workmen, employees)
 - Presence of the internal OHP
 - Presence sometimes of the local manager

Exemple Déparis 2006



13

Course of the 2 meetings (2)

- **Duration**
 - 2 hours
 - Timing fixed by mutual agreement with the hierarchy
- **Place**
 - Room near the workstations

Exemple Déparis 2006



14

Course of the 2 meetings (3)

- **Constructive discussions, illustrated with many examples**
- **Active participation of all in the absence of the manager**
 - Enthusiasm for the participation
 - Interested with practical and the basic aspects of the work situation
 - Complementarity with the visits and risk analysis by the internal OHP
- **Fear of the reactions of manager when present**

Exemple Déparis 2006



15

Examples of solutions

2. Work organisation

What to do in practical terms to improve the situation?

- ♦ The fault finding requires more and more reflection, the working conditions (noise) and the time allocated are not adapted anymore to this activity. The consequences of the errors are large as the price of the parts is increasingly high
- ♦ Pressure of the customer who very often awaits his car beside the mechanic

Solutions:

- ♦ Indicate each time at the customer that when it comes in emergency, the worker will attempt to detect the reason for the breakdown but will fix it at another time (appointment)
- ♦ Allow to carry out this activity under optimal conditions in term of noise (cfr noise criterion)
- ♦ Reduce the interference during this type of activity as they increase considerably the mental load
- ♦ Provide more time for these diagnoses
- ♦ Avoid that the client awaits his car beside the mechanic

Exemple Déparis 2006



16

Examples of solutions

Noise

What to do in practical terms to improve the situation?

1. The compressor of the body shop is in the machine shop, it is very noisy and makes difficult the diagnosis of breakdowns for which a fine detection of the noises of the engine is very significant.

Solutions:

2. To wall in the compressor in the workshop and envisage its ventilation towards the outside of the building (2€)
3. To buy a new rotary compressors (3€)

Aspects studied more in details:

To study the possibilities of reduction of the noise level of the compressor



Exemple Déparis 2006



17

Examples of solutions

Chemical risks and atmospheric hygiene

What to do in practical terms to improve the situation?

- ♦ The filters of the extraction system were withdrawn for lack of place and never replaced. All dust is extracted on the level from the ground and is pulsed on the level of the ceiling. Dust is permanently intermingled

Solutions:

- ♦ Analyze the possibility of using narrower filters

Aspects studied more in details:

To analyze the possibilities as regards narrower filters



Exemple Déparis 2006



18

Synthesis of the 2 work situations

	mechanics	Body shop
1. Premises and working areas	⊗	⊗
2. Work organization	⊗	⊗
3. Work accidents	⊗	⊗
4. Electricity, fire and explosions	⊗	⊗
5. Controls and signals	⊗	⊗
6. Work material, tools, machines	⊗	⊗
7. Work postures	⊗	⊗
8. Efforts and handling operations	⊗	⊗
9. Lighting	⊗	⊗
10. Noise	⊗	⊗
11. Chemical and Biological risks	⊗	⊗
12. Thermal environments	⊗	⊗
13. Vibration	⊗	⊗
14. Autonomy and individual responsibilities	⊗	⊗
15. Work content	⊗	⊗
16. Time constraints	⊗	⊗
17. Relationships between workers and with the hierarchy	⊗	⊗
18. Psychosocial environment	⊗	⊗

Example Déparis 2006

19

Follow up

- **Presentation of the results to the direction**
 - Decision to go to level 2, *Observation* of SOBANE strategy for the aspects:
 - Noise
 - Work sites
 - technical Organization between stations
 - local and general social Environment
 - Wish of the OHP to repeat the Déparis experience in 2 new garages

Example Déparis 2006

20

Conclusions

- Internally, the OHP draws up the final action plan based on the results of the Déparis meetings

Example Déparis 2006

21

N°	Who	Does what	Cost	Date	
				projec ted	carrie d out
1	Direction	To forbid the customers to enter the workshop by adequate postings and remarks	0		
2	Direction	To build a block garage to store tires and fasteners trailers	€€		
3	Mechanic	To use 2 or 3 days for the removal and arrangement of the material in the new cupboards	€€		
4	Direction	To envisage a time for fully cleaning the garage	€		
10	OHP	To analyze the adaptability of the bridge 4 columns to assign it only to the geometries			To analyze before ----
11	Reception	To specify to the customers when they come in emergency, that only the diagnosis can be carried out	0		
16	CP	To analyze the possibilities of narrower filters			To analyze before ----
17	Direction	To be more severe with the negligent people (cafeteria - toilets)	0		

Example Déparis 2006

22

Interest of the approach

- **Complementary to the "traditional" analysis of the risks**
 - Because the workers do not master, currently, all the necessary theoretical concepts of safety
 - Because the OHP cannot always perceive the risks during the activities
- **Participative**
 - Opportunity for the workers to express themselves
 - Opportunity to propose practical solutions

Example Déparis 2006

23

Interest of the method

- **Formative**
 - Education to health and safety
 - Ideal in a company made up of several small geographically decentralized structures
 - Ideal to fight against the incidents/accidents related to behaviours
- **Redistributes the roles and the responsibilities for each one regarding prevention**
- **Ideal base to build the 5-year plan of the company**
- **Interesting methodological support to fix the priorities of action**

Example Déparis 2006

24

Difficulties of the participative step

- **Competences of the coordinator**
- **Good knowledge of the guide**
 - Principles and methods
- **Personality of the participants**
- **Dynamic of the group (leaders....)**
- **Knowledge by the participants of the work situation**
- **Possibility of going to the workplaces**
- **Availability of the workers**
- **Influence of the management**



References

- **Strategy SOBANE of professional risk management:**
- **[http://www.sobane.be /](http://www.sobane.be/)**

