

**Effectiveness in Health and Safety:  
The "Sifa-Langzeitstudie" –  
Concept, design and first results of an 8 years  
longitudinal online-survey with OH&S professionals**

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- **Legal framework**
  - Occupational Safety Act (ASiG, 1974)
  - European Framework Directive on occupational health and safety 89/391/EEC
  - Occupational Health and Safety Act (ArbSchG, 1996)
- **Operational Area**
  - Generally, each company (> 10 employees) has to be supervised by an OHS-professional
- **Task**
  - In compliance with regulatory requirements the OHS-professional has to counsel and support the employer in all questions belonging to safety and health
- **Qualification**
  - OHS-professionals receive their training through the statutory accident insurance organisation.
  - Change processes in the economy
  - Broader qualifications required by OHS-professionals
  - New qualification concept for OHS-professionals launched in 2001
  - Alteration between attendance courses (5weeks) and computer-based self-learning
  - 4 Central examinations



# Research Questions (Summary)

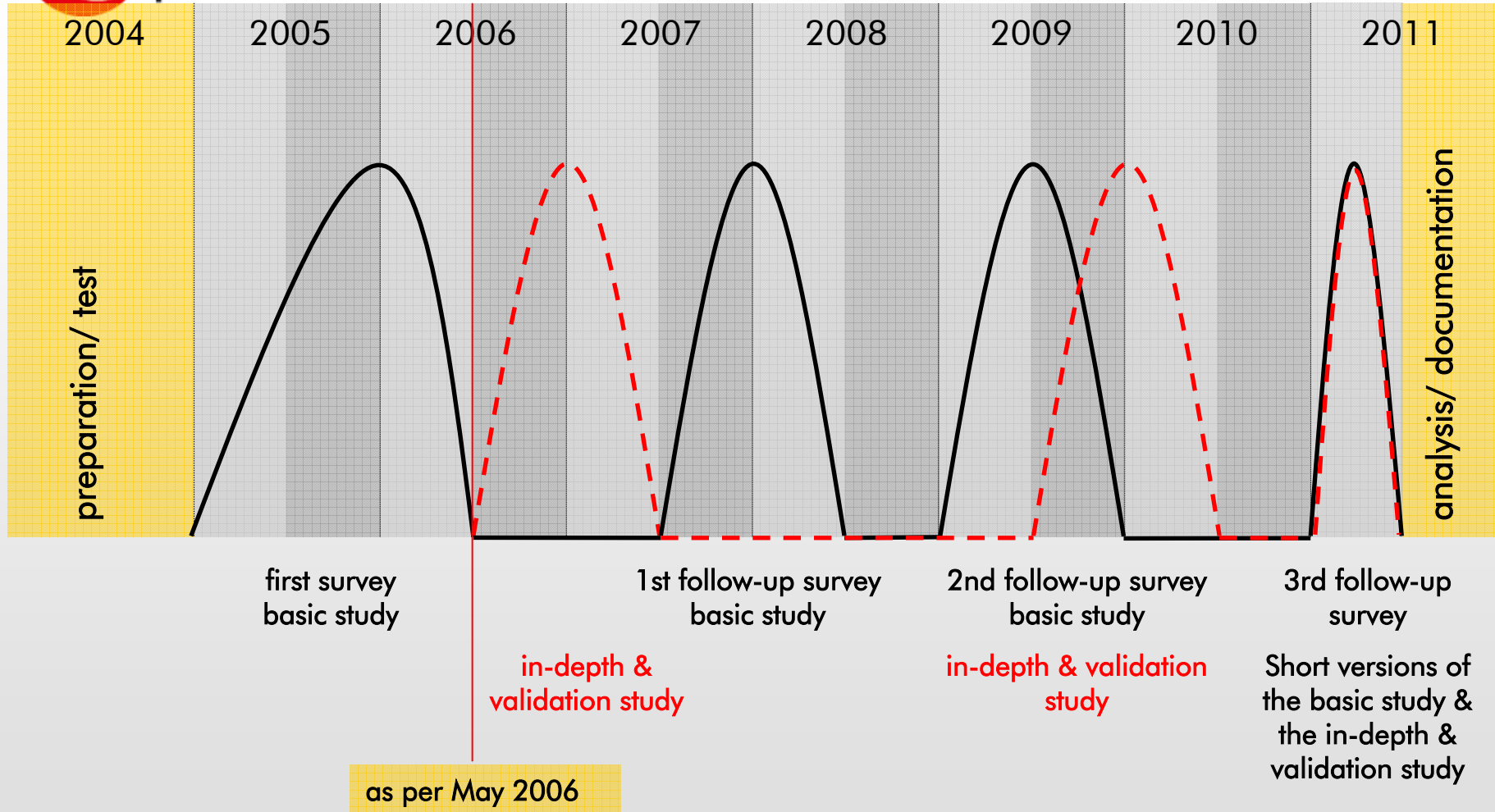
- What are the fields of activity where newly trained OHS professionals work?
- In which activities do OHS professionals have high or low effectiveness?
- How do personal characteristics and competence of the OHS professionals interact with their fields of activity and the effectiveness within their work?
- What is the relation between the general corporate framework (management systems, the care for safety and health, the size of the company, sector) with the fields of activity and the assessment of the work of the OHS professionals?
- What is the relation between social and economic changes, such as demographic change, globalization, deregulation, and the conditions in which an OHS professional works and with the kind of work and their effectiveness within those working tasks?
- What type of support do OHS professionals need to work more effectively in their fields of activity?

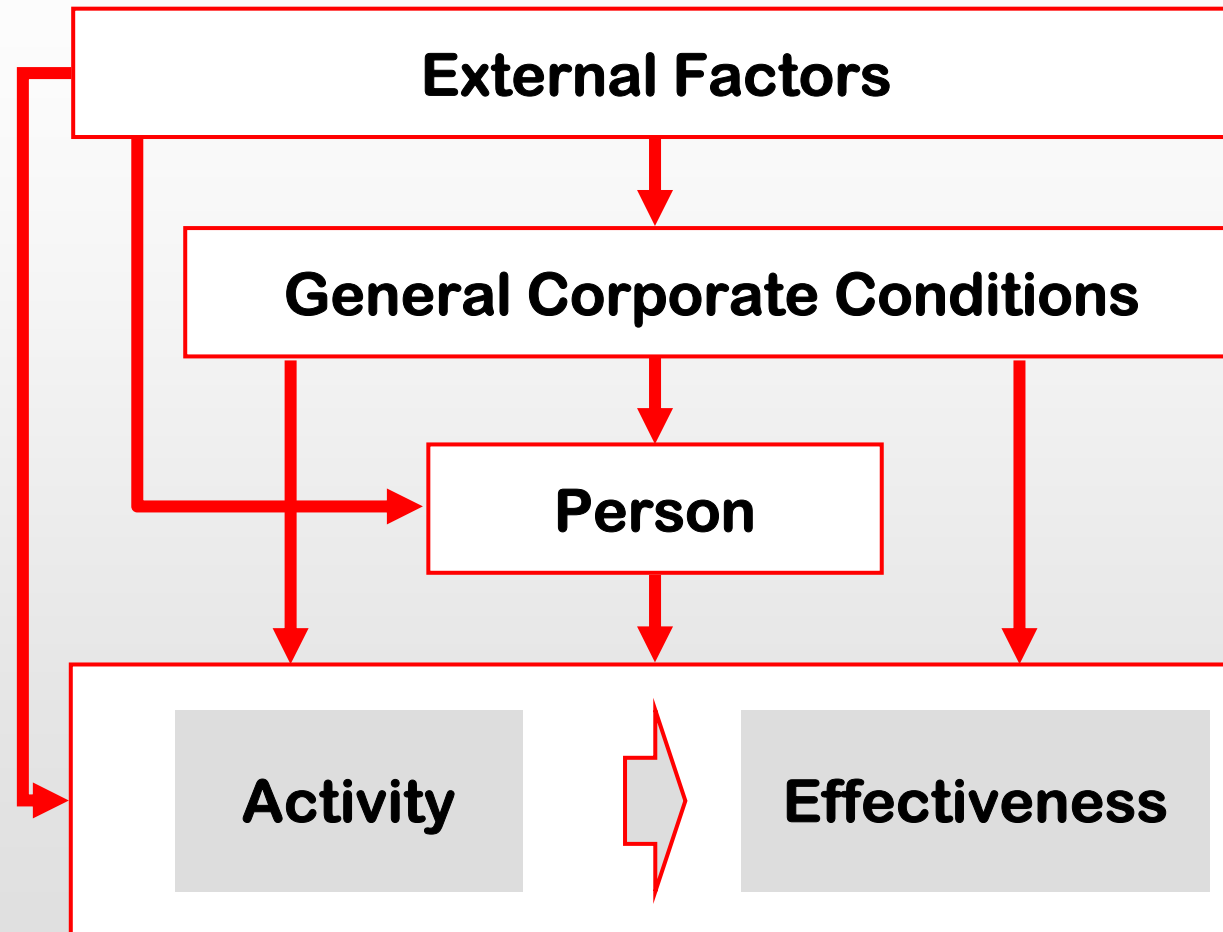




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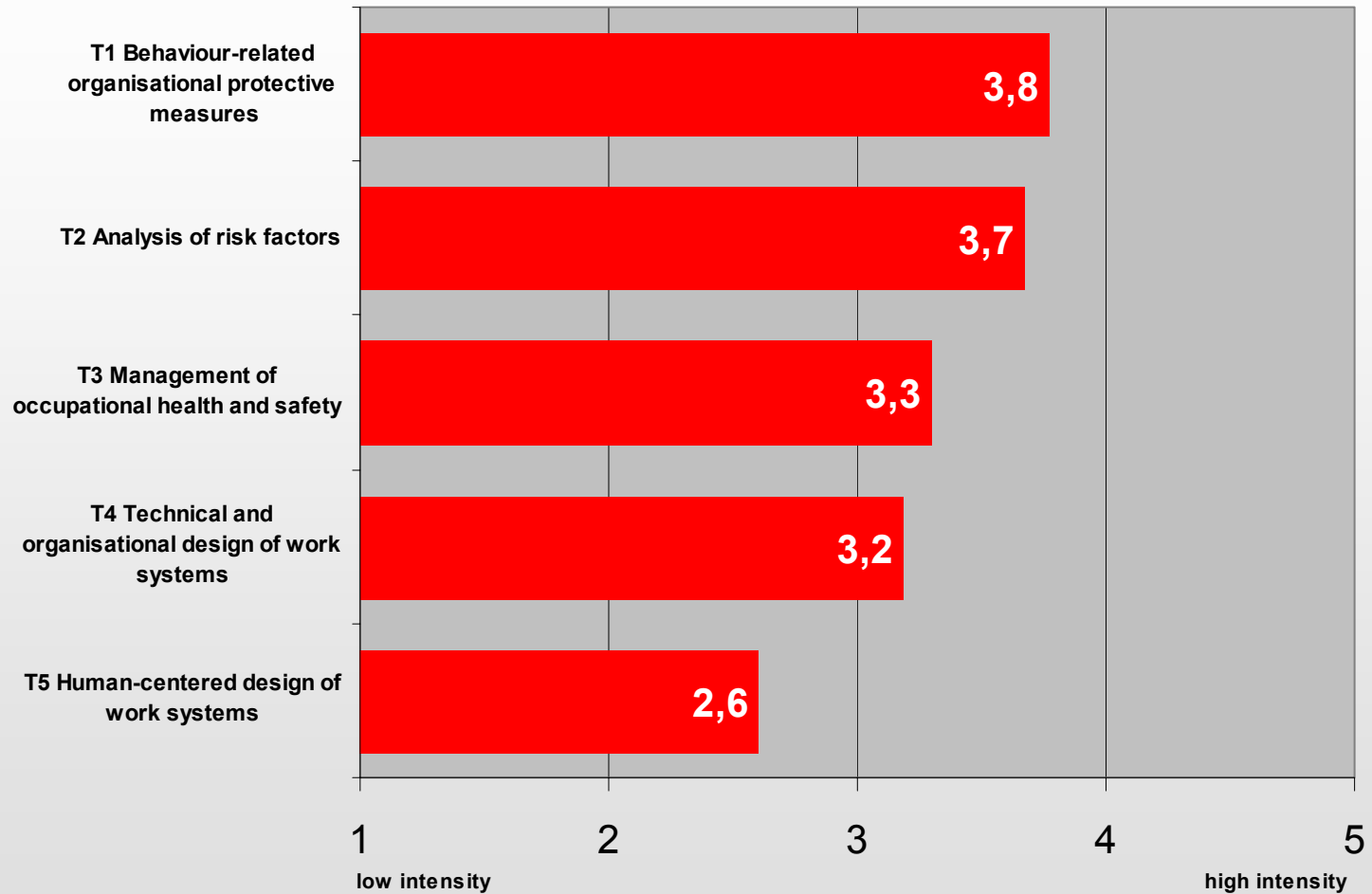
# Timeline of the study







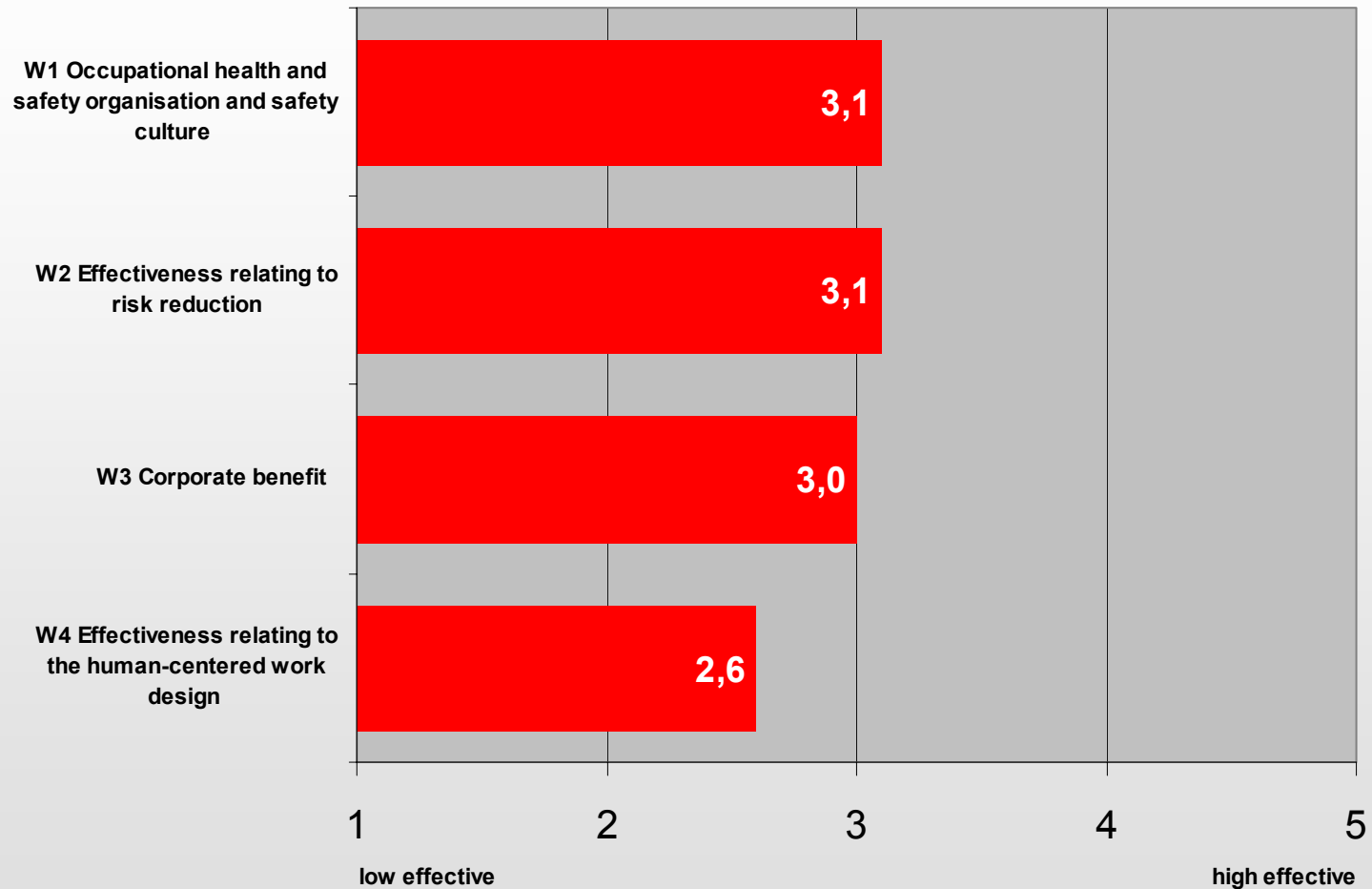
# Fields of activity



Exploratory Factor analysis (EFA) with varimax rotation. Explained variance: 48%

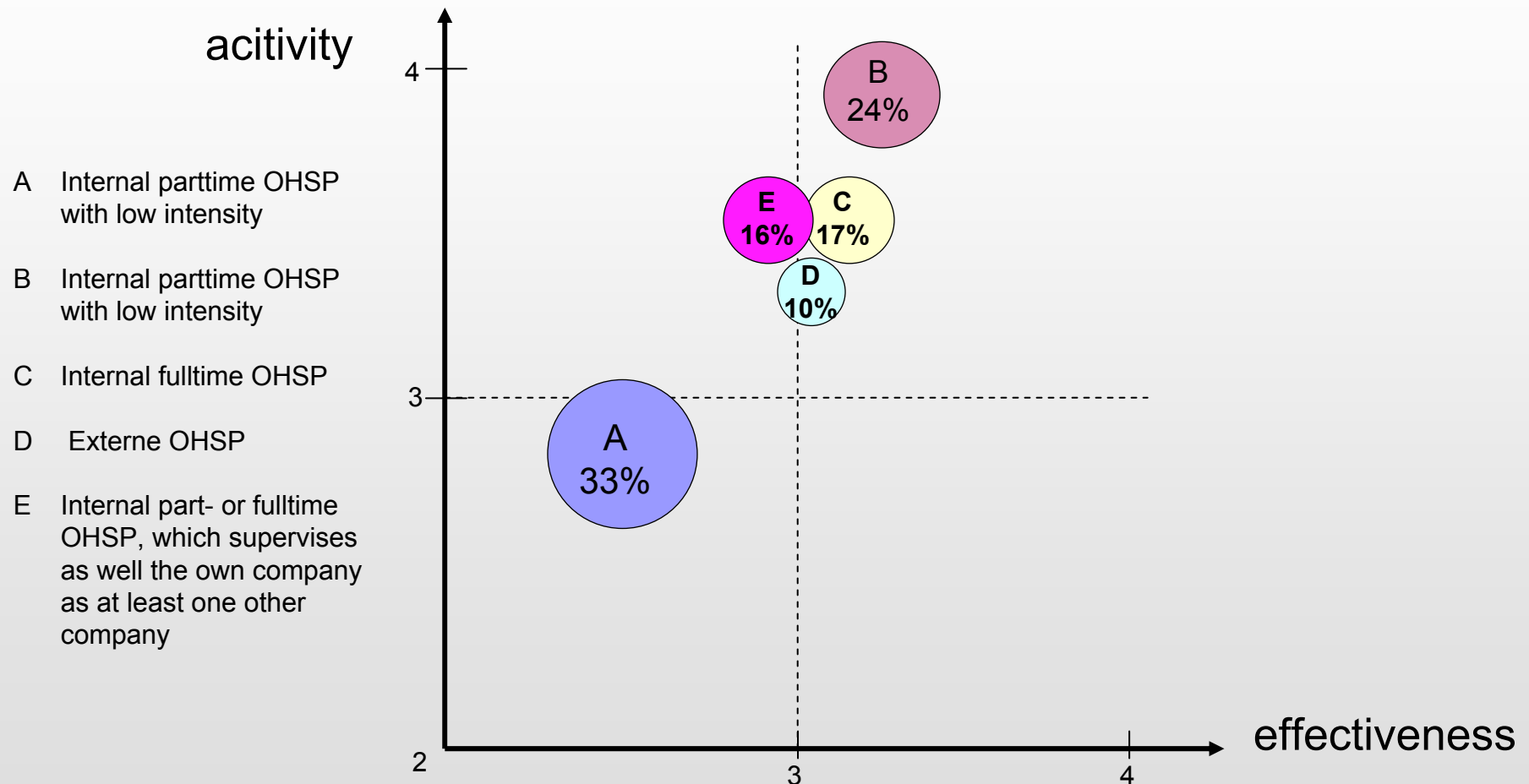


# Fields of effectiveness

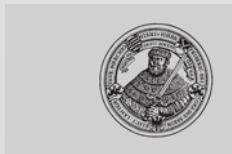


Exploratory Factor analysis (EFA) with varimax rotation. Explained variance: 48%

# OHSE Typs - Portfolio



- A Internal parttime OHSP with low intensity
- B Internal parttime OHSP with low intensity
- C Internal fulltime OHSP
- D Externe OHSP
- E Internal part- or fulltime OHSP, which supervises as well the own company as at least one other company



- The more intensively OHS-professionals are concerned with an **overall risk assessment concept of a company**, the higher is the effectiveness they perceive in all fields!
- **Goal-oriented cooperation defines the quality of the effectiveness of the OHS-professionals**. Very successful OHS-professionals use methods that can be circumscribed as methods of cooperative goal orientation (socially competent and cooperatively performed goal attainment). They also identify themselves very much with their role and work
- **Small enterprises**. The effectiveness of the OHS-professionals depends not on the size of the supervised enterprise. In small enterprises, highly committed and motivated OHS-professionals may – given a favourable safety and health culture – produce a very high effectiveness which can be compared with the work of OHS-professionals in large enterprises.
- **Cooperation with the management**. The effectiveness is significantly higher in companies where cooperation with the management is realized directly and on a regular basis.



**Thank you for your attention!**

These presentation,  
further information of the project and  
an english summary report  
of the Sifa Long-Term Study:  
[www.sifa-langzeitstudie.de/download.html](http://www.sifa-langzeitstudie.de/download.html)

