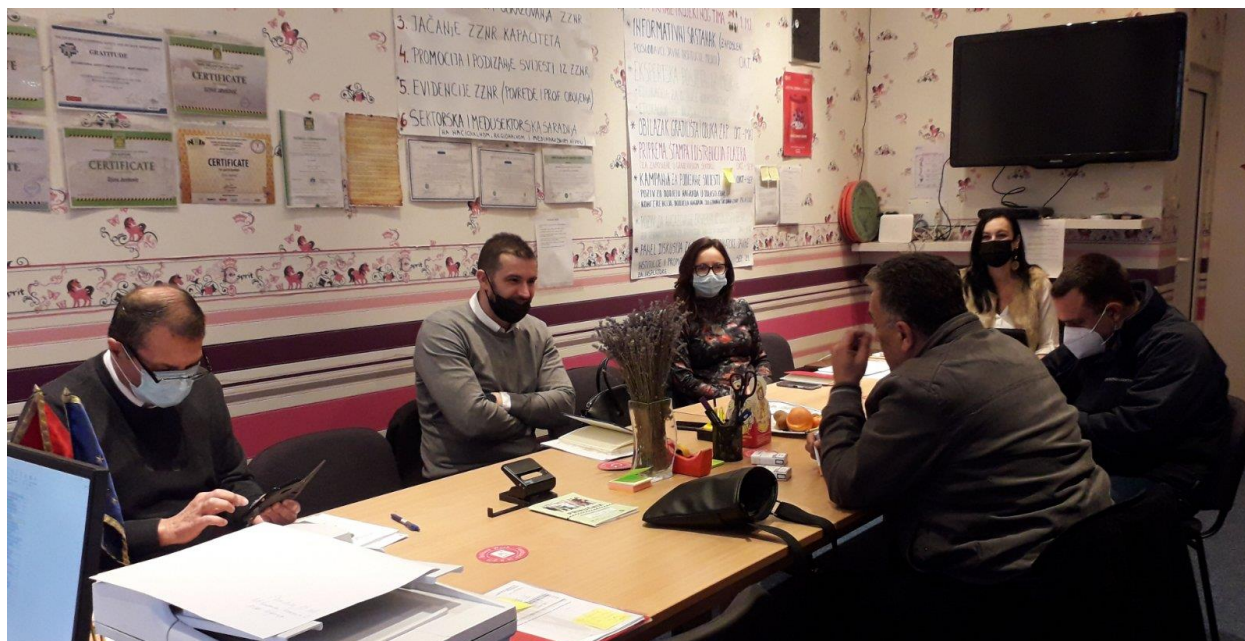


Report of the Meeting of the Safety at Work Association of Montenegro

February 9, 2021

On February 9, 2021 a meeting was held in the Safety at Work Association of Montenegro (SWAM). The meeting was attended by Zdenko Janković, Đina Janković, Tijana Rakočević, Marko Milosavljević, Branislav Šebek, Nebojša Vujošević, Igor Bakić and Sanja Nešić. Of the invited members, Slavica Grgurović did not attend the meeting.

As stated in the invitation, in accordance with the pandemic measures, the meeting was held with a small number of attendees. Other member of association / representatives of other authorized organisations will be informed about their meeting date in the coming days.



At the beginning of the meeting, the President of the Safety at Work Association of Montenegro (SWAM), Zdenko Janković, reminded the attendees of the activities that the SWAM has realized in the last period, as well as the role and importance that the SWAM has acquired in recent years.

He also acquainted the attendees with the program goals of the SWAM:

1. Introduction of zero tolerance in the field of OSH, which can be achieved only with the help and support of the Ministry of Economic Development and the Directorate for Inspection Affairs;
2. Raising the culture of work and the culture of OSH, for which it is necessary to raise the level of awareness of employers and their understanding of the causal link between the economy / profit and OSH;

3. Introduction of quality management systems in companies;
4. Introduction of OSH in the education system of Montenegro;
5. Raising the level of quality services of authorized organisations for the affairs for OSH;
6. Establishment of the National Council for OSH, (in Europe, only Albania and Montenegro do not have a National Council for OSH).

The main topic of this meeting was the issue of improving the services of authorized organisations, with an emphasis on what affects the quality of their work. The seriousness of the current situation was emphasized several times during the meeting, and its consequences will be long-term if it is not prevented in time. It was noted that the reason for this situation may be the fact that the ministry in charge of licensing and making decisions does not have the instruments to revoke the same decisions / licenses.

One of the problems was the fact that the list of authorized organisations is not updated on time, which is the responsibility of the Ministry of Economic Development, and which disables insight into current situation – information about organizations that have received new authorizations or those that have lost their authorizations.



Numerous examples from everyday practice were given, with emphasis on the problem of unfair competition, inability to have insight into suspicious tenders, lack of price balance and dumping service prices. This is done every day just to get a certain job, where e.g. an electrical inspection and testing costs 25 euros, while the training of employees in a very dangerous steel industry is done at a cost of 5 euros.

In this way, the significance of safety at work is decreased, it harms the profession but mostly employers and employees who receive poor quality services for such prices. There are examples where employee training is not done at all, but blank certificates are issued. All this eventually leads to an increase in the number of injuries. Employers who have chosen a lot cheaper offer suffer the consequences that inevitably occur. The participants reminded that expertise, competence and responsibility should be in the first place, and only then the price.

Nebojša Vujošević considers that the SWAM must urgently take a stand in order to prevent such and similar occurrences. He notes that the time of silence has passed and that everyone should work within their authorizations. He emphasizes this because it often happens in the field that decisions are signed by those who do not have authority to do so, and he cites as a big problem some inspectors who do not do their job adequately, as well as the debatability of their reports.

OSH is increasingly being approached in a managerial way, and there are many people who do not read the Law On Safety and Health at Work, nor do they know how to interpret it. He also notes that he will initiate all legal remedies, even at the cost of losing the solution, because this situation has become unbearable and it is no longer just a matter of occupational safety but a matter of honor, culture and morals.

When it comes to coordinators (K1 and K2) all those present agreed that this is still a big unknown and comprehensive topic, which carries many risks. Attention has been drawn to the fact that many people accept that job and if they are free from taking the Certified Safety Professional (CSP); they acquire the title of coordinator, not knowing the obligations and responsibilities that the job carries. An agreement was also reached on the proposal for the adoption of price current when it comes to the work of coordinators, because otherwise it will be reduced to the level of experts for OSH.

Branislav Šebek proposed that the SWAM launch an initiative to amend the Rulebook on the Procedure and Deadlines for Performing Periodic Inspections and Tests of Labour Supplies, Personal Protective Equipment and Environmental Conditions.

The proposal to obtain information through the Accreditation Body on certified companies dealing with standards (ISO 45001) and to send them an invitation to cooperate and arrange a meeting was adopted.

It was proposed that in the coming period, specific activities be undertaken regarding the work of court experts, who deal more with administrative procedures and legal affairs and less with expertise. This problem has existed for many years.

The importance of employee representatives was also emphasized, which, unfortunately, is very rare in practice with the employer.

At the end of the meeting it was concluded:

1. It is necessary to determine who provides services in the Safety at Work Association of Montenegro (SWAM) and whether they do so within the scope of their authority;
2. Investigate the costs at which these services are provided;
3. To determine a level of service quality, but the biggest problem will be finding a way to prove it;
4. In the following period, determine the date of meetings with all authorized organizations according to the level of authorization;
5. Form a working group that will deal with the above issues.