

Preparation of a Draft
Strategy for the Improvement of Occupational Health and
Safety 2022-2027 with an action plan for 2022
November 23-25, 2021

Toward ensuring the implementation of the Law on Occupational Health and Safety and bylaws that monitor the field of occupational health and safety (OSH), and in accordance with the Government of Montenegro Work Plan 2021 and the Program for Accession of Montenegro to the European Union 2020-2022, the drafting of the Proposal of the Strategy for the Improvement of Occupational Health and Safety in Montenegro in 2022-2027 was started, with the Action plan for Implementation 2022.

The Ministry of Economic Development formed a working group to produce this important document. Work group has 27 members and consists of representatives of the Ministry of Economic Development, the Ministry of Health, the Ministry of Ecology Spatial Planning and Urbanism, the Ministry of Finance and Social Welfare, the Directorate for Inspection Affairs, the Montenegrin Employers Federation, Free Trade Unions, Union of Free Trade Unions, the Health Insurance Fund, the Pension and Disability Insurance Fund, the Public Health Institute, the International Labour Organization and non-governmental organisations. The representative of the Safety at Work Association of Montenegro (SWAM) is Djina Jankovic.



In the period from November 23 to 25, 2021 the Ministry of Economic Development organized a workshop at the Palace Hotel in Petrovac. At that three-day workshop, the members of the working group contributed to recognizing the main strategic and operational goals, as well as qualitative and quantitative indicators of this strategic document, through cooperating and reviewing the conditions of OSH in Montenegro.

Since OSH is an activity of public interest, the members of the working group recognized their responsibility and role in providing base of a high standard for the implementation and use of safety measures and made numerous observations and suggestions that could contribute to the achievement of the common goal: "VISION ZERO" - work without injuries for all employees in Montenegro.



All proposals and suggestions, as well as the offered models for their implementation are largely based on the EU OSH framework 2021-2027. Framework sets out key priorities and activities to improve the OSH of employees in the coming years in the context of post-pandemic conditions. Green and digital transitions are especially emphasized as an economic and demographic challenge which brought major changes in the traditional workplace environment.

The common viewpoint of all members of the working group was that healthy and safe working conditions are a prerequisite for a healthy and more productive workforce. No one should suffer from work-related illnesses or injuries. This is an important aspect of the sustainability and competitiveness of the EU economy, so it should be the same in Montenegro.



The members of the working group agreed that the draft Strategy should include proposals related to all the changes that need to be undertaken.

Among the other things, this referred to the development of the software that would enable efficient reporting of work-related injuries. In order to realize this, it was stated that it is necessary to revise the existing regulations related to injuries at work, in addition to enable the introduction of an electronic form of the Rulebook on work-related injuries, which would be linked to the existing registers of the Rulebook on work-related injuries and occupational diseases. It was also stated that it is necessary to make a unique list of occupational diseases as soon as possible.

The non-existence of the Institute of Occupational Medicine has been recognized as a major problem, so a study has been proposed to establish such an institution. The study would include an assessment of the institutional readiness to introduce unique software and a specification of the total costs of the software with financial implementation.



Since the revision of bylaws is necessary to solve numerous challenges and shortcomings in the system of OSH, it is proposed to form an interdepartmental working group with the aim of analyzing current law regulations.

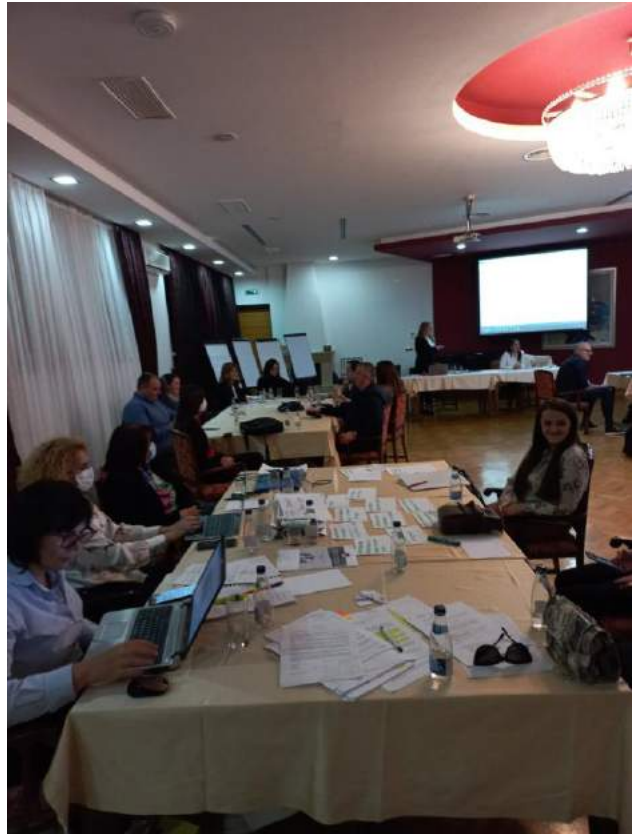
The non-existence of the National Council for the SWAM is also recognized as one of the priorities, so future actions should be aimed at its formation.

It was proposed that lectures on OSH should be held in secondary schools and that the subject of OSH should be included in the education system. According to the proposal, this should be defined by the Action Plan for Implementation.

In order to overcome the problems caused by inconsistency of the Labour Law and Law on Occupational Safety and Health, amendments to the labour legislation have been proposed.

It was also emphasized that it is of great importance to amend the Rulebook on Risk Assessment, to establish a model for risk assessment from the health aspect and to establish a model for employees' workplace safety training. With the aim of overcoming the obstacles caused by the pandemic situation as safely as possible, the possibility of including COVID-19 on the list of occupational diseases was analyzed.

Attention was drawn to necessity of transposition of the Directive 2010/32 on the prevention of injuries from sharp objects.



An agreement was reached on the exigency of changes when it comes to the OSH experts, coordinators K1 and K2, as well as work of OSH authorized organisations.

In order for the proposal to be realized, it is necessary to change various number of rulebooks that regulates this field.

With the intention of finding quality professionals whose work will improve the situation in the field, it is fundamental to develop a manual for taking the Certified Safety Professional (CSP). It is necessary to organize trainings for preparation of candidates for taking the CSP (as well as to organize continuous quarterly trainings with at least four modules), which professionals will be obliged to attend, as a condition that will allow them to keep/renew their license.

Similar proposals could also be heard from site coordinators. In addition to the manual that would be used by candidates in preparation for the exam for coordinators K1 and K2, it would also be needed to organize training so that candidates are eligible to take the exam.

To improve the quality of services provided by employers to authorized organisations, it is necessary to adopt an annual supervision plan and make the result public. It is also proposed to find a mechanism for quality control of the Risk Assessment Act and its verification. In order to attain the envisaged goals, it is of great importance to strenghten the capacity of the SWAM Directorate. The establishment of an administration of the SWAM was proposed as the best solution.



STRUČNA LICA
IMENNA VARNOST
1. REVIZIJA PA.-
2. PRILAGA PRILAGODENI ZA PRIL. 1.
3. ORGANIZACIJSKE OBRATE ZA
INTEGRACIJSKI KONTROLNI ZA PRIL. 1. MIRA
4. ORGANIZACIJSKE VARNOSTI
5. ZAKONI ZA PRILAGODENI ZA PRIL. 1. MIRA
6. PRAVILNIK O KONTROLI ZA PRIL. 1. MIRA
7. NAODNINA - OBRATE ZA PRIL. 1. MIRA
8. ZA VARNOSTI KONTROLNI



1. Analiza sistema za izvedbo
2. Analiza sistema za izvedbo
3. Analiza sistema za izvedbo
4. Analiza sistema za izvedbo
5. Analiza sistema za izvedbo
6. Analiza sistema za izvedbo
7. Analiza sistema za izvedbo
8. Analiza sistema za izvedbo





① Izrada softvera za pripremu
povjete na radu

- Revizija postojećeg Pravilnika za
Povjete na radu: uvođenje
- elektronske forme PPR
uvlačenje u području Republike PPF/PB
- Izrada jedinstvene liste pred bolesti
u usvojenju podizračkih osoba
- Izrada
bitudije izvodljivosti za firmatage
- Izrada za medicinski radu
projekta uključujući upravljanje
dijelom osoba na uvođenje softvera
u izvođenje firmatage specifično
opremljenosti usvojenju softverskih
u firmatage firmatage
- Odabir ravnodoca - Izrada



1 Izrada Zakona o zdravstvu - NDR

2 Izrada Pravilnika o uvođenju liste
pred bolesti - LAD - pred Obodje

3 Izrada Izjava za medicinski radu

4 Izrada postojećih firmatage za
podizračku u različitim djelatnostima
(izdavanje, izdavanje firmatage)

5 Izrada izjava izdavanje firmatage
zapraviti u izdavanje firmatage

6 Izrada izjava izdavanje firmatage
zapraviti u izdavanje firmatage

7 Izrada izjava izdavanje firmatage
zapraviti u izdavanje firmatage

8 Izrada izjava izdavanje firmatage
zapraviti u izdavanje firmatage

9 Izrada izjava izdavanje firmatage
zapraviti u izdavanje firmatage

10 Izrada izjava izdavanje firmatage
zapraviti u izdavanje firmatage



Podgorica
November 11, 2021

Prepared by
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