

aifos

ASSOCIAZIONE ITALIANA
FORMATORI ED OPERATORI
DELLA SICUREZZA SUL LAVORO

Training Course: **SUPERVISOR**

*Article 37, paragraphs 7 and 7-ter, Italian Legislative Decree 81/2008
State-Region Agreement 17 April 2025*



What topics will we cover?



Lesson 2

Risk assessment and surveillance

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Risk assessment and surveillance

- THE PERCEPTION OF RISK
- RISK ASSESSMENT
- THE CLASSIFICATION OF RISKS
- TECHNICAL, ORGANISATIONAL AND PROCEDURAL MEASURES
- PROTECTIVE EQUIPMENT
- CONTRACT WORK AND THE INTERFERENCE RISK ASSESSMENT
- HOW TO SUPERVISE
- ACCIDENTS, NEAR MISSES AND OCCUPATIONAL DISEASES

THE PERCEPTION OF RISK

Real risk and perceived risk

A distinction must be made between “**perceived risk**” and “**real risk**”.

For example, flying by plane is perceived as riskier than travelling by car.

Accident data, however, show the opposite: the number of fatalities on the road is far **higher** than those caused by air accidents!



Risk perception in the workplace

Perceiving risk is essential in order to be able to evaluate it and understand how to behave!

The **perception of risk** in the workplace always requires study and analytical skills.

Consequently, the staff of a company must develop the **skills** necessary to acquire a good awareness and knowledge of their work environment.



Sometimes the risk can be seen: an example

Alessandro, having arrived at the company, is accompanied by the manager to visit the new work environments.

As they walk, Alessandro notices an oil stain on the ground.

By looking at it, it is possible to perceive the risk and understand that slipping could cause damage, even if you do not know the extent of it.

This could cause:

- **minor** damage
- **medium** damage
- **serious** damage



Sometimes the risk cannot be seen: an example

In some cases, the risk **cannot** be seen or perceived!

Entering the production sector, Alessandro hears a noise and sees other workers with ear defenders, but he is **not** wearing them.

The manager gives Alessandro a pair of ear defenders and, pointing out the appropriate signs, reminds him that it is mandatory to wear ear defenders to access the sector.

Noise can cause damage to your health!



The perception of innocence

Let's imagine that we are analysing the **cause** of a negative event.

Often, the subjects involved in the negative event analyse and enhance elements related to external factors in order to “**exonerate**” the injured person from their responsibility.

In practice, instead of proceeding with a prompt, detailed analysis of the **causes** of the event, one is led (wrongly!) to a subjective perception of **not** guilty.



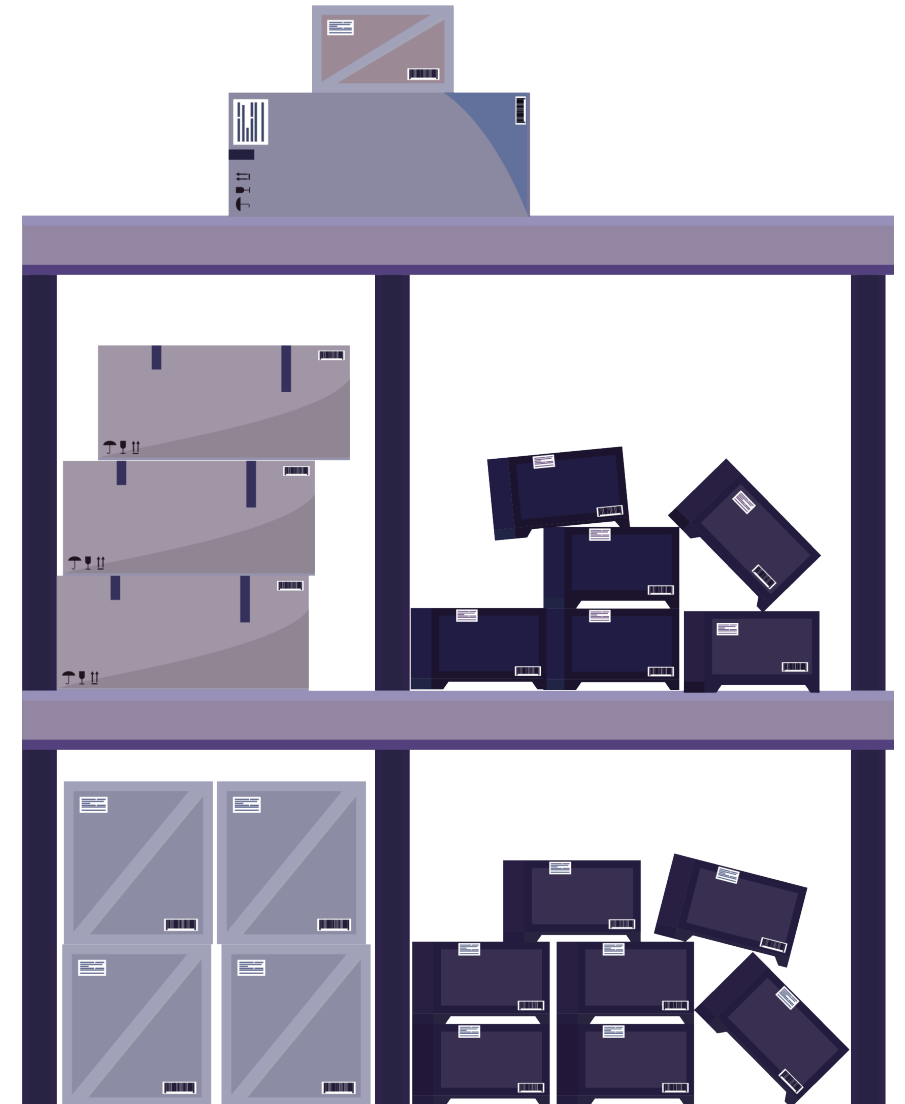
The perception of innocence: an example

What do we think when that material stacked on shelves falls to the ground due to the collapse of the shelves?

“It’s the shelves’ fault! They’re not sturdy enough!”

Investigating the causes more closely, however, one could conclude that the shelves had been **overloaded** compared to what they could support.

The **cause** of a negative event is often due to the responsibility of an individual!



Danger and risk are different concepts!

Danger is an objective factor related to an object, a situation, etc.

Risk is a more complex factor that includes:

- the extent of the **damage**
- the **probability** that the harmful event may occur

For example, in the presence of a flammable substance, the **danger** is fire and the consequence is **damage**.

The **risk** is given by the combination of the **damage** resulting from the fire and the **probability** that the fire may occur.



More on danger...

Danger is a characteristic of a certain factor that can cause harm.

Danger, therefore, represents a source of potential **damage**.

Danger can also manifest itself unexpectedly, such as in the case of an explosion or mechanical breakdown.

A dangerous situation is defined as a circumstance in which a person is exposed to at least one danger.



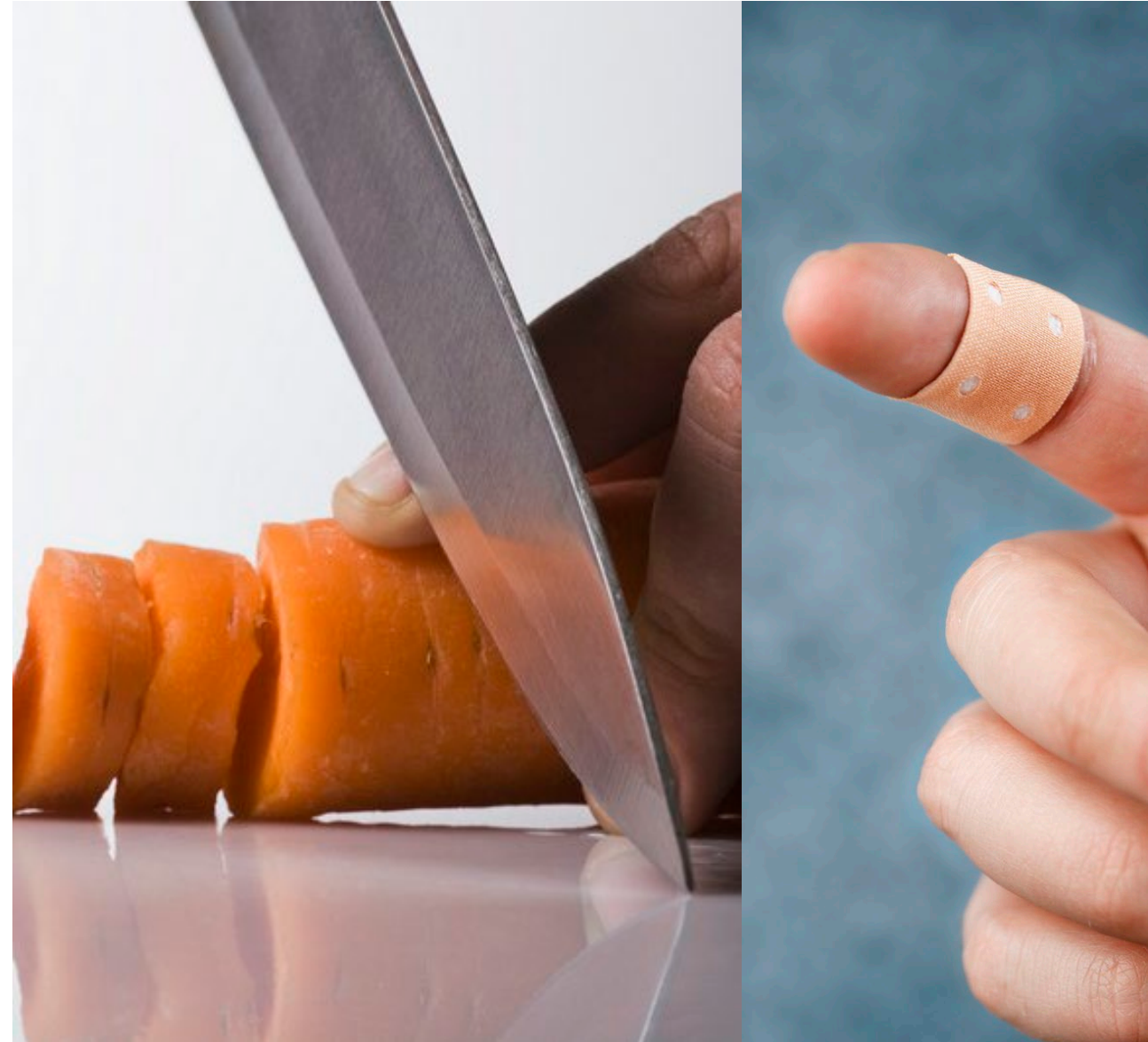
For example, cutting an apple...

In this case:

- the **danger** is represented by the **knife**
- the **damage** is given by the possibility of cutting oneself
- the **risk** is given by the combination of the **probability** of cutting oneself (fairly **high**) and the extent of the **damage** (generally **slight**)

In this example, even if the **probability** that the harmful event could occur is fairly **high**, the **damage** is **slight**.

Consequently, the **risk** is **low**!



For example, a nuclear power plant...

In this case:

- the **danger** is posed by the radioactive substances present in the nuclear power plant
- the **damage** is due to the possibility of radioactive substances escaping
- the **risk** is given by the combination of the probability of leakage of radioactive substances (very **low**) and the extent of the damage (obviously **enormous**)



In this example, even though the **probability** of the damaging event occurring is very **low**, the **damage** is **enormous**.

Consequently, the **risk** is **high**.



Summarising...

The two examples used can be summarised by constructing a table:

		
DANGER		
DAMAGE	LIGHT	ENORMOUS
PROBABILITY	QUITE HIGH	VERY LOW
RISK	LOW	ELEVATED

Ultimately...

We can conclude by saying that:

- the **probability** of the occurrence of a harmful event (alone) is **not** enough to define the risk
- similarly, the extent of the **damage** (alone) **is not** sufficient to define the risk

Risk is given by the combination of both factors:
probability and damage!



RISK ASSESSMENT AND THE RISK ASSESSMENT DOCUMENT

Risk assessment

Italian Legislative Decree no. 81/2008 establishes the obligation for the **employer** to carry out an **assessment** of all company **risks**.

Assessing the risks and drafting the risk assessment is a **non-delegable obligation** of the **employer**.

The **RSPP** and the **company doctor** work together with the **employer** in the risk assessment.



Risk assessment

The assessment must cover **all** risks to the safety and health of workers.

In the risk assessment, in addition to the risk from exposure to dangerous agents, etc., the following must be considered:

- **work-related** stress
- **pregnant** workers
- differences in **gender, age, origin** from other countries
- the specific type of **contract**



The risk assessment document (DVR)

The **risk assessment** process consists of a number of activities, measures, analyses and much more.

The **risk assessment document**, on the other hand, is the “paper” transposition of the process carried out previously.

The drafting of the risk assessment document is a **non-delegable obligation** of the **employer**.

Assessing the risks and drafting the risk assessment document must be carried out after **consultation** with the **workers’ safety representative**.

The **RSPP** and the **company doctor** work together with the **employer** in the drafting of the risk assessment document.



The risk assessment document

The risk assessment document can also be stored on **computer**.

The risk assessment document must:

- be **signed** by the employer
- feature a **set date**

The presence of the **set date** is part of the context in which the employer may have to prove to third parties (supervisory bodies, judicial authorities) the actual existence of the document at a specific time, for example after an accident.



The content of the risk assessment document

The risk assessment document must contain:

- the description of the **risks identified**
- the **health** and **safety** measures adopted
- the **PPE** supplied to workers
- the program to **improve** safety levels over time
- the **names** of the RSPP and the company doctor
- the identification of **tasks** that expose workers to particular risks that require specific experience



The criteria for drafting the risk assessment document

Italian Legislative Decree no. 81/2008 **does not** establish the criteria for drafting the risk assessment document, but indicates that it must be drawn up according to the criteria of:

- **simplicity**
- **brevity**
- **comprehensibility**
- **completeness**
- **suitability**

In this way, the risk assessment document becomes an **operational tool** for planning company actions and prevention!



Updating the risk assessment document

The risk assessment document needs to be **updated**:

- in the event of **significant changes** in the production process or in the organisation of work
- in relation to the degree of **technological** evolution (safer equipment, etc.)
- in relation to the evolution of **health** and **safety techniques**



Updating the risk assessment document

The risk assessment document can also be updated following **significant injuries** or when the results of **health surveillance** highlight the need for it.

Corrective **actions** introduced as a result of investigations carried out after an accident should be reported in the risk assessment document.

The detection and analysis of **near misses** (accidents that due to fortuitous situations have not caused damage) can be an opportunity to update the risk assessment document.



Updating the risk assessment document

The **new risk assessment document** must be drawn up within **30 days** of the change in the production process or work organisation.

The drafting of the **new risk assessment document** must be carried out after **consultation** with the **workers' safety representative**.

For **newly established companies**, the **employer** is required to carry out a risk assessment immediately, drawing up the relevant document within **ninety days** from the date of commencement of activities.



The risk assessment document as a planning tool

The risk assessment document is not just a list of risks but also an **operational** tool and useful in **planning** business strategies, not only from a security point of view.

The risk assessment document is a tool for **planning** corporate safety, both in terms of **prevention** and **protection** and **continuous improvement** of the levels of health and safety of workers.



The criminal liability of the employer

The **employer** is **criminally** liable in the event of omitted or insufficient risk assessment.

Similarly, in the event that the risk assessment document exists, sufficiently detailed and complete in all its parts, but the employer **disapplies** or violates the provisions contained therein.

Failure to provide workers with the necessary and suitable personal protective equipment is also **criminally** prosecutable.



The improvement plan

The **improvement** plan associated with the risk assessment document may include:

- **technical** measures (structural interventions, furnishings and machines, etc.)
- **organisational** measures (training and operational interventions)
- **procedural** measures (procedural interventions and their implementation)

The **improvement plan** must contain:

- the actions to be taken that emerged as a result of the risk assessment
- the **persons** in charge of improvement actions
- the **timing** of implementation of improvement actions



The improvement plan

The **improvement** plan may concern:

- the management of spaces and accesses
- the management of resources
- contract work
- the assignment of works to third parties
- the management of emergencies, accidents and injuries
- safety signs
- waste management
- collective and personal protective equipment
- checks and maintenance
- information, theoretical training and practical training



This lesson is over