

# VISION ZERO



## GUIDE FOR AGRICULTURE COMPANY Vision Zero Strategy for Agriculture

Three dimensions: safety, health and wellbeing







## ISSA – Section on Prevention in Agriculture

Agriculture is one of the most hazardous sectors in both developing and industrialized countries. It is ranked as one of the three most hazardous industries together with mining and construction.

Ensuring safety and health at the workplace is a humanitarian and economic principle. Founded in 1969, the International Section of the ISSA on Prevention in Agriculture promotes accident prevention for all those employed in agriculture, livestock farming, horticulture and forestry.

The objectives of the Section are to:

- promote the exchange of information between the authorities engaged in prevention in agriculture and forestry;
- organize technical meetings in the form of symposium or round table conferences as well as technical commissions and working groups;
- carry out investigations and studies;
- develop programmes for education and publicity;
- produce and publish complex technical solutions for practical results;
- initiate cross-sectoral prevention measures in co-operation with other ISSA Sections.

The ISSA Agriculture Section has undertaken in-depth analysis of a variety of aspects of occupational safety and health in agriculture, especially with regard to hazards related to the use of agricultural machinery and equipment, as well as hazards arising out of using hazardous substances and dangerous goods at work. It promotes a safer behaviour at work and has published concrete recommendations for the prevention of accidents at work, occupational diseases and work-related health hazards.

The International Section of the ISSA on Prevention in Agriculture brings together institutions and individuals who are engaged in the promotion of occupational safety and health in agriculture. It gives its members opportunities to exchange information and experience and seeks to provide practical solutions to specific issues.

The Section is composed of two executive bodies: the **General Assembly** and the **Bureau**, which is composed of a **Chairperson**, two **Vice Chairpersons** and a **Secretary General**.

The Bureau is assisted by the **International Advisory Board** composed of experts from various countries. It deliberates about the Section's future activities and defines the tasks and objectives of the international accident prevention in agriculture on a long-term basis.

# Members of the Bureau

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<https://www.issa.int/en/prevention-agriculture/>

*Vision Zero Guide for Agriculture is designed to help agriculture company owners assess the level of safety in their companies and apply the rules of a safe agriculture company. Let's hope that thanks to the actions undertaken within the framework of the Vision Zero Strategy all over the world and thanks to popularisation of the 7 Golden Rules, we will further contribute to the protection of life, health and well-being of agriculture employers and employees. To achieve this objective, let's strengthen our personal involvement in the activities fostering Vision Zero.*



Aleksandra Hadzik, PhD  
Chairperson



Magdalena Wachnicka-Witzke  
Secretary General

# A BROCHURE FOR FARMERS, FARM WORKERS AND OTHER STAKEHOLDERS IN AGRICULTURE

Agriculture is one of the most hazardous industries in Europe, measured by work-related injuries, illnesses, disabilities and deaths. It does not have to be that way. Accidents at work are neither fateful nor unavoidable – they always have causes. When we work together to eliminate these causes, accidents and occupational illnesses can be prevented.

The ISSA prevention strategy – known as “VISION ZERO” – is based on the conviction that every accident is preventable if the right steps are taken in advance. It is possible to design the working environment so that nobody is killed or harmed at work.

## Safety and health culture

...refers to a culture in which the right to safe and healthy working environment is respected at all levels, where government, employers and workers actively participate in securing a safe and healthy working environment through a system of defined rights, responsibilities and duties, and where the principle of prevention is accorded the highest priority (ILO Convention No. 187, Art. 1(d)).

In a strong safety culture, everyone feels responsible for safety and pursues it on a daily basis.

Further progress toward a true safety culture uses accountability systems. Ultimately, safety becomes everyone's responsibility. Safety becomes a value of the organization and is an integral part of operations. Management and farm workers are committed to and involved in prevention. Agricultural production is conducted on a permanent basis and farm workers are not excluded from work due to accident or occupational diseases.

## Safety is not hard

One does not necessarily have to spend money in order to start improving safety and health standards on the farm. Acting with awareness and leading consistently are often all that is required.

## Safety pays

Good prevention is not only a legal and social obligation – it also pays off economically. Successful prevention not only avoids human suffering and protects our most valuable asset – our health and physical integrity. Prevention also has a positive impact on the motivation of employees, the quality of work and products, the company image and the satisfaction of employees, managers and customers.

Scientific studies of the “Return on Prevention” (ROP) prove that every Dollar invested in safety and health generates measurable positive effects.

## CONCLUSION: **Safety saves lives**

### How this guide was developed?

ISSA approached 700 executives, managers and operations experts, asking them what works best. We also inquired labour inspectors and prevention experts about essential requirements for safe and healthy operations and above all, about what is practical. Their answers were incorporated into a general guide for all industries.

ISSA’s Section on Prevention in Agriculture then applied the general guide to the specific requirements of agriculture, based on the experience of our members. We tried hard to keep it simple, practical and effective.

Our approach to safety and health in agriculture is grounded in the ISSA Declaration of Seoul (2008).

### Why we need a guide for agriculture?

Agricultural work is particularly dangerous and exposes to many risks that cause accidents and, consequently, loss of health and life.

Agriculture sector is characterized by high accident rates. This is due to the fact that the working environment of farmers is extremely complex, and various types of accident risks concern the same person. Such a situation does not occur at workplaces in other branches of the economy, where working environments are of a permanent nature.

Due to frequent changes of working activities, agricultural workers may be exposed to several different risks during the day. These activities differ in their character and type, technical complexity, technical knowledge necessary to perform them, required strength and physical fitness as well as many other features.

As a result, the principles of health and safety at work in a company should include effective protection against many risks, including against mechanical, chemical, dust, biological, but also adverse thermal and weather conditions.

Dissemination of knowledge about risks and popularizing the rules of safe work among people working in agricultural companies contributes to a decrease in the number of accidents in agriculture work and in the number of fatal accidents.

## **PREVENTION MANAGEMENT**

### **7 Golden Rules for agriculture companies**

1. Take leadership – demonstrate commitment
2. Identify hazards – control risks
3. Define targets – develop programmes
4. Ensure a safety and health system – be well-organized
5. Ensure safety and health in machines, equipment and workplaces
6. Improve qualifications – develop competence
7. Invest in people – motivate by participation

## How to use this guide?

VISION ZERO is based on leaders implementing the 7 Golden Rules. Each of the 7 Golden Rules is explained with a simple action items and tools for implementing them. Each action item has a traffic light indicator, so you can easily determine whether an area of responsibility is already good, whether there is room for improvements here or there, or whether you should introduce new measures that have not been used so far.

For each of the 7 Golden Rules, the guide provides a brief introduction and simple verification tips to check what have already been successfully implemented in the workplace and where there are areas to be improved. The guide contains various questions that allow to define security areas (checklist), providing a quick and simple overview of the security situation on the farm.

*Effective prevention is not only a human duty, but also a reasonable investment in the future of humanity providing decent working conditions and a guarantee of the farm's success.*

It is all up to you.

## HOW THE STOP LIGHTS WORK

Rate your agriculture company using the elements below.  
Just check the stop light for each action item:

- No action is required at the present time
- Action required
- Urgent action required
- Not applicable



# 1

## Take leadership – demonstrate commitment

### Be a leader! The Leader's mission is to engage in health and safety at work in agriculture company to achieve success.

Every company owner is responsible for his safety and health, as well as his employees, in the agriculture company. The quality of leadership not only determines how safety and health rules are put into practice, but also what actions can be introduced in the future that will enhance, improve working conditions and help achieve success. Modern leadership requires open communication and a transparent management culture. Good leadership is exhibited by predictability, consistency, attentiveness and open communication. There may be only one leader in the agriculture company, but the leadership in safety and health rests with everyone.

#### How do things look in my agriculture company?

| 1 Company owner takes responsibility  |  | Individual Rating   | Overall Rating   |
|---|--|---|--|
| <p>Work in agriculture begins and ends with the owner of the agriculture company. The company owner has responsibilities for keeping safety and health: during farming process, the hiring of qualified employees, the implementation of tasks that are carried out in the agriculture company.</p>                               |  |   |  |
| In an agriculture company the owner:  |  |   |  |
| is responsible for safety   |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/><br><input type="radio"/><br><input type="radio"/><br><input type="radio"/><br><input type="radio"/> |
| checks whether preventive actions are implemented as part of every activity undertaken in the agriculture company   |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| selects employees with appropriate qualifications to perform specific tasks in the agriculture company  |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| has contact with employees and household members and learns from them (including participation in farm work; co-creates a daily plan of tasks to be carried out)  |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| monitors and assists in the implementation of programs and activities ensuring safety (defines preventive actions that should be implemented for each type of work)   |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| 2 Managers are leaders and show it  |  | Individual Rating   | Overall Rating   |
| <p>Agriculture companies are different from other work places. They consist of the owner, household members, permanent employees and temporary employees. They all work together, have to be vigilant every day and take action to prevent risks - this is the key to safety at work! Managers are the basis for such action.</p> |  |   |  |
| In an agriculture company a manager/company owner:  |  |   |  |
| - demonstrates safety and health, sets the standards and serves as a role model   |  |   |  |
| takes responsibility for the safety and health of all employees/ household members  |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/><br><input type="radio"/><br><input type="radio"/><br><input type="radio"/><br><input type="radio"/> |
| establishes and cooperates with institutions acting to ensure occupational safety and health in agriculture   |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| follows the accepted rules  |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| tries to eliminate all dangerous activities   |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |
| is interested in new activities that can improve and improve work   |  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |  |

- makes sure the importance of safety and health is known to everyone.

|   |   |                                  |
|---|---|----------------------------------|
| makes sure that all rules of safe work are clear  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| makes sure that every employee knows the rules  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| discusses about the safety and health matters at work with every employee                     | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| makes sure all employees always know who is responsible for particular activities on the farm | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |

- consistently demonstrates the importance of safety and health at work

|  |   |                                  |
|--|---|----------------------------------|
| requires each employee to be trained in health and safety at work  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| makes sure that every employee/household member has the right tools, materials and the necessary time to do their work in a prudent and safe way | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| makes sure that every employee knows how important is occupational health and safety - the rules are followed equally by all employees           | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| emphasizes the importance of occupational safety and health rules during tasks carried out with the help of other farms, companies and clients   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |

- invests in safety and health during activities

|   |   |                                  |
|---|---|----------------------------------|
| makes sure that employees know their rights and obligations if they cannot work on their own  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| verifies regularly that safe work practices are followed, eg. through inspections, audits and controls                              | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| ensures that adequate financial resources are provided for the introduction and maintenance of occupational safety and health rules | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |

- takes care of injured workers

|  |   |                                  |
|--|---|----------------------------------|
| provides support to injured workers and their families - social responsibility                   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| actively facilitates return to work as soon as possible and at a level where it is possible      | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| tries to learn from mistakes and accidents of employees by investigating accidents and incidents | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |

|   |                   |                |
|---|-------------------|----------------|
| <b>3 Employees are engaged</b><br>Work in agriculture is a safety conscious workplace when employees and household members understand their rights and responsibilities and stand up for safety and health. | Individual Rating | Overall Rating |
|---|-------------------|----------------|

In an agriculture company employees/household members:

|   |   |                                  |
|---|---|----------------------------------|
| always feel responsible for their own safety as well as of their colleague  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| are empowered and rewarded for actions taken to ensure safe work  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                                  |
| stop all unsafe actions   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                                  |
| insist on having clear rules for working safely   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                                  |
| participate in meetings aimed at ensuring safe and healthy work and are involved in solving identified problems                                 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                                  |
| see that company owner's recommendations are introduced at various stages of the implementation of activities undertaken in agriculture company | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                                  |

# 2

## Identify hazards – control risks

**Inspections/audits/controls serve as the main tool for systematic assessment of potentially dangerous situations that may arise during work and the subsequent introduction of appropriate preventive actions. Unfortunate accidents, damages and dangerous situations should be documented in detail.**

The company owner may use a risk assessment that helps to identify hazards and risks before accidents and production at downtimes. It also helps to evaluate potential risks as well as to document the required security measures. Properly done, a systematic risk assessment is necessary for the practical instructions used by employees. Evaluation of accidents at work, injuries and near misses is important to identify vulnerabilities and potential areas for improvement.

### How do things look in my agriculture company?

In my agriculture company:

| 1 we have a strong safety and health structures  | Individual Rating   | Overall Rating        |
|--|---|-----------------------|
| We have a competent person involved in ensuring safety and health at work, which reports on properly performed work.   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |
| The owner, employees and household members are involved in the process of carrying out tasks in accordance with the principles of health and safety at work. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |

| 2 we make sure that a risk assessment is prepared, documented and updated at regular intervals | Individual Rating   | Overall Rating        |
|--|---|-----------------------|
| Managers know that they are responsible for planning each task to be performed.                | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |
| We have an established approach for preparing a hazard assessment that includes:               |   |                       |
| - recording the organizational structure of the activity                                       | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - specifying and defining responsibilities   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - determining activity-related hazards and risks   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - evaluating hazards and risks   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - establishing preventive measures   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - implementing preventive measures   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - verifying effectiveness of preventive measures taken   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| Risk assessment encompasses all safety and occupational health aspects, including:             |   |                       |
| - traumatic injury risk  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - ergonomic risks causing musculoskeletal disorders  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - noise, vibration, heat, cold and other weather changes depending on forces of nature         | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - health risks such as toxic materials   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - mental health risks, such as stress  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| Risk assessment is updated at regular intervals  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |

| 3 occupational accidents, near misses and critical incidents are reported, recorded statistically and evaluated to determine the potential for improvements | Individual Rating   | Overall Rating                   |
|---|---|----------------------------------|
| Managers are informed immediately of all accidents, near misses and critical incidents during their work and their impact on the health of any employees.   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                                  |
| Occupational accidents, injuries and misconduct are investigated to determine their causes and implement preventive measures.                               | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| Statistics are kept to identify trends and focal points.  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| The most common causes of accidents in my company and the resulting consequences are known to me.   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |
| The results of these analyses are incorporated in the risk assessment and prevention programs.  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |

| 4 we use information gained from the risk assessment and from accident analysis to make improvements.   | Individual Rating   | Overall Rating                   |
|---|---|----------------------------------|
| Awarding certificates, wherever preventive measures implemented bring the intended results. The results of the risk assessment are used to improve the conditions and quality of work in agriculture company. | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input checked="" type="radio"/> |
| Training and work instructions incorporate the findings of the risk assessment.   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/>            |

# 3

## Define targets – develop programmes

### Success in occupational safety and health requires clear goals and concrete steps for implementation, which should be established in a program.

Health and safety at work have many facets, but the priority should be: establishing clear goals for occupational safety and health in your work place, striving to implement them over the short and medium term. The main goal should be to continuously reduce the number of accidents at work, such as falling from a ladder, impact, crushing, eg. by an animal or a machine. If employees recognize that their safety and health is important in the agricultural company and that something is being done in their workplace, success will come quickly. Good managers, owners and employees communicate regularly about the achievement of goals of the agricultural company.

#### How do things look in my agriculture company?

In my agriculture company:

| 1 company owner takes responsibility  | Individual Rating   | Overall Rating        |
|---|---|-----------------------|
| defines the objectives of work undertaken on the agricultural company ensuring the introduction of appropriate health and safety measures at work and reducing the number of accidents and occupational diseases (in a form of a program/project) | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |
| constantly improves the adopted goals in the field of occupational health and safety through  |   |                       |
| - setting measurable targets  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - development of an action plan that includes preventive and corrective measures, responsibilities and deadlines  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - ensuring that all employees got acquainted with the program   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - periodic reviewing and updating of the program  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - evaluation of the efficiency of health and safety rules at work by management (such as auditing, reporting or assessment)   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| the company owner makes sure that his program/objectives are implemented by:  |   |                       |
| - communicating to all parties involved   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - integration of people working on the farm/company owner   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - implementing corrective measures when needed  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - meetings with an OSH-expert   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |

| 2 employees are engaged  | Individual Rating   | Overall Rating        |
|--|---|-----------------------|
| in understanding the agricultural company's goals, including occupational health and safety goals  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |
| in having a positive attitude towards goals/programmes   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| in voluntary participation in meetings regarding reduction of accidents at work and occupational diseases organized in the agricultural company and in the institutions dealing with agriculture | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| in proposing specific goals for improving health and safety at work  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| in ceasing any work that may pose a threat to safety and health  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |

# 4





## Ensure a safety and health system – be well-organized









### Organization of safety and health system. It pays off and it is not so difficult.

With well-organized occupational safety and health system, the agricultural company can be run more easily, because disruptions, production downtime and quality problems are reduced. These are good reasons to ensure proper health and safety at work on the farm - it pays!

#### How do things look in my agriculture company?

In my agriculture company:

| <b>1 company owner takes responsibility</b><br>Has a clearly defined structured health and safety management system requirement which includes the following: | Individual Rating   | Overall Rating  |
|---|---|---|
| the aim of promoting continuous improvement in all aspects of health and safety performance   |    |   |
| commitment statements by management/owner of all important elements of safety and health process  |  |  |

| <b>2 employees are engaged</b><br>are actively engaged in safety and health process including:           | Individual Rating   | Overall Rating  |
|--|---|---|
| showing positive values in the field of occupational health and safety                                   |  |   |
| participation in job-site safety and health activities   |  |  |
| performing work according to the guidelines provided by the owner  |  |  |
| reporting any potential deficiencies that may affect the health and safety at work to a competent person |  |  |
| immediate cessation of any work that could result in immediate danger and report on the situation        |  |   |

# 5

## Ensure safety and health in machines, equipment and workplaces

### Farm, machine and workplace safety are the basis for safe work in favorable conditions. It's the best prevention!

The most important rule for health and safety at work: technical measures take precedence. It is very important to keep machines, equipment and workplace conditions in such a state that they meet health and safety standards, and also eliminate or minimize harmful effects on health. Of course, it is known that it is not always possible to use the latest technology. In such cases, upgrading of older devices is required. It is necessary to inform about the fact that safety is in the first place and the same safe equipment contributes to this goal. It is worth remembering that most accidents at work happen with outdated or faulty equipment. Preventing such situations is one of the tasks of the company owner.

#### How do things look in my agriculture company?

In my agriculture company:

| 1 company owner takes responsibility<br>appropriate conditions are required, in particular:   | Individual Rating   | Overall Rating  |
|---|---|---|
| well-organized activities as part of running a farm/agricultural company with preventive rules to avoid slipping, stumbling and falling   | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> | <div style="display: flex; flex-direction: column; align-items: center; justify-content: center;"> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> </div> |
| paying attention to minimizing noise and air pollution  | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| traffic patterns that minimize risks  | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| handling different materials in such a way that it does not require excessive effort of the employees (optimization of the distribution of materials, agricultural equipment, machines) | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| using efficient, well-maintained equipment and tools  | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
|   |   |   |

| 2 employees are engaged<br>operate in accordance with the arrangements, including:  | Individual Rating   | Overall Rating  |
|---|---|---|
| being competent to use machines, equipment and tools that have been assigned to the activity being performed                      | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> | <div style="display: flex; flex-direction: column; align-items: center; justify-content: center;"> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> <span style="margin: 5px;">○</span> </div> |
| being trained in the use of any new machine, equipment or tools   | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| checking the completeness of machines, equipment or tools before each use   | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| using machines, equipment and tools only and exclusively in accordance with the relevant parameters specified by the manufacturer | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| maintenance of machinery, equipment or tools as recommended by the manufacturer   | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |
| cease using machines, equipment or tools if any defect occurs and inform the company owner  | <span style="color: green;">○</span> <span style="color: orange;">○</span> <span style="color: red;">○</span> <span style="color: grey;">○</span> |   |

# 6

## Improve qualifications – develop competence

### Invest in training and development of your employees, be sure that the required knowledge is present at every place of work!

Every person working in the agricultural company should have professional skills and undergo appropriate training (depending on the kind of work). Training helps people to acquire skills and knowledge, and even appropriate competences that will enable them to do their job safely and without the risk of losing health. It is very important to make sure that:

- a detailed description of the qualifications required for every activity in the agricultural company has been prepared
- all stages of work in the agricultural company have been certified in accordance with the requirements.

People employed in the agricultural company should have appropriate qualifications and experience that will enable them to minimize the risk of an accident at work or an occupational disease. Employment in the agricultural company is permanent and it is necessary to regularly improve your qualifications and acquire the necessary skills, including skills of manager. More than in other branches of the economy, in agriculture it is necessary to provide training and continue education.

#### How do things look in my agriculture company?

In my agriculture company:

| 1 company owner takes responsibility   | Individual Rating   |   |  |  |
|--|---|---|--|--|
| It is required that all people working on the farm have the appropriate skills, training and competences related to occupational health and safety |  |   |  |  |
| 2 employees are engaged<br>They are constantly improving their qualifications including:   | Individual Rating   | Overall Rating  |  |  |
| using recently acquired skills and knowledge   |  |   |  |  |
| active participation in programs, trainings for their workplace  |  |  |  |  |
| assisting in the training of colleagues, especially in training aimed at young people  |  |  |  |  |
| if they notice the lack of knowledge and skills in risk prevention, they should contact their supervisors to seek instruction                      |  |  |  |  |
| if they notice the lack of knowledge and skills regarding risk prevention by their co-workers, they should inform their supervisor                 |  |   |  |  |



# 7

## Invest in people – motivate by participation

### Motivate the employees/householder members by engaging them in all activities regarding occupational health and safety. This pays off!

To achieve success in health and safety management on the farm/in the agricultural company, it is necessary to achieve effective communication up, down and across. All accidents, incidents, near misses or hazards must be recorded, and information about them should be provided to all participants - employees of the agricultural company. A good exchange of information and communication between all participants at different levels of the agricultural company are very important. It is essential that there is an open dialogue in which common problems can be presented and discussed in order to resolve them. It is important that all those employed in the agricultural company feel part of it.

#### How do things look in my agriculture company?

In my agriculture company:

| <b>1 company owner takes responsibility</b><br>presents a clear vision to engage everyone in the management of occupational health and safety, including: | Individual Rating   | Overall Rating        |
|---|---|-----------------------|
| an open dialogue about hazards, risks and prevention in all areas of the agricultural enterprise  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |
| presenting the safety culture and its promotion in all aspects of agricultural company work   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| access to documentation and OSH instructions in all languages used by employees,  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| applies to:   |   |                       |
| - health and safety policy  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - risk evaluation/hazards assessment  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - operating instructions  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - conduct in a case of emergency  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| - conduct after accident  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| meetings on the principles of occupational health and safety  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |

| <b>2 employees are engaged</b><br>employees are very involved in occupational safety and health, including: | Individual Rating   | Overall Rating        |
|---|---|-----------------------|
| having positive attitude towards safety and health  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> | <input type="radio"/> |
| demonstrate leadership in safety and health by helping colleagues and by setting an example                 | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| participate actively in programs and meetings   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| report incidents, near misses and accidents   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| ask manager/company owner about information regarding health and safety                                     | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |
| inform manager/company owner and colleagues about dangerous situations                                      | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |                       |

Zero Vision Strategy creates a transparent framework and systematizes knowledge in the area of prevention and strengthens in a global and national sense the message of all those involved in health and safety at work in all branches of the economy.

The strategy requires commitment, hard work and cooperation between many parties. Ensuring effective prevention is not only an obligation, but also a reasonable investment in the future of humanity guaranteeing professional success achieved in decent working conditions.

More information on the website:

[www.visionzero.global](http://www.visionzero.global)  
#visionzeroglobal





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