On the experience of conducting of the republic’s competition for “The Best Labor Protection Specialist of the Udmurt Republic”

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Abstract: The issues of organization and conducting of the republic’s competition for "The Best Labor Protection Specialist of the Udmurt Republic" are considered. The goal and objectives of the competition, the conditions for participation in the competition, the procedure and stages of the competition are given. The topics of the test assignments and competition works in the stages of the competition as well as the criteria for evaluating the competition works are given. The works of the competition winners are annotated.

1. Introduction

The results of the educational process can be implemented in society in different ways. A competition of professional skills among graduates and specialists in certain areas of professional activity might be considered as one of the forms of presenting the results.

In 2017 and 2018, faculty members of the Department of Technospheric Safety of FSBEI of HE "Kalashnikov Izhevsk State Technical University" took part in organizing and conducting the republic’s competition for "The Best Labor Protection Specialist of the Udmurt Republic". The competition is included in the list of main events of the state program of the Udmurt Republic, approved by the Decree of the Government of the Udmurt Republic dated March 31, 2015 No. 126 “Development of social and labor relations and promotion of employment of the population of the Udmurt Republic”.

2. Methodology of research

The aim of the competition is to increase the prestige and importance of the position of “Labor Protection Specialist”, the formation of social approval and support for professionals engaged in this field of activity.

The objectives of the competition are:
- to develop creative activity and professional skills in labor protection specialists, to create motivation for improvement of the work performed, to demonstrate the achieved level of competence;
- to increase the professional status of labor protection specialists [1].

The competition is conducted in two nominations:
- “The Best Labor Protection Specialist of the Udmurt Republic”;
- “The Best Head of Labor Protection Service of the Udmurt Republic”.

Modalities for participation:
a) higher education in “Technospheric Safety” or the corresponding areas of training (specialties) to ensure the safety of production activities or higher education and further professional education (retraining) in the field of labor protection for the nomination “The Best Head of Labor Protection Service of the Udmurt Republic” [2];

b) higher education in “Technospheric Safety” or the corresponding areas of training (specialties) to ensure the safety of production activities or higher education and further vocational education (retraining) in the field of labor protection or secondary vocational education and further vocational education (retraining) in the field of labor protection for the nomination “The Best Labor Protection Specialist of the Udmurt Republic” [3];

c) length of practical experience in the position of the Head of the Labor Protection Service and Labor Protection Specialist for at least 1 year [4];

d) the absence of fatal accidents in the organization in the current year and the year preceding the competition;

e) training in labor protection and testing knowledge of labor protection requirements in accordance with the law [6].

3. Results

The number of competitors in accordance with the nominations is presented in Table 1.

| Competition 2017 | Competition 2018 |
|------------------|------------------|
| The number of competitors in “The Best Labor Protection Specialist of the Udmurt Republic” nomination. | The number of competitors in “The Best Head of Labor Protection Service of the Udmurt Republic” nomination. | The number of competitors in “The Best Labor Protection Specialist of the Udmurt Republic” nomination. | The number of competitors in “The Best Head of Labor Protection Service of the Udmurt Republic” nomination. |
| 31 | 2 | 17 | 3 |

In accordance with the Regulation, the competition is conducted in two stages. At the first stage of the competition, the level of necessary knowledge, skills and competencies of the competitor to perform the labor functions of the Labor Protection Specialist, defined by the professional standard “Specialist in the Field of Labor Protection” (hereinafter – Professional Standard) [7], is assessed. The method of assessing the level of necessary knowledge and skills is individual testing using tests on paper forms containing 25 different types of test tasks: open, closed, matching, correct sequence, chains, etc. The topics of the test assignments in accordance with Professional Standard’s labor functions are presented in Table 2.

In assessing assignments, the method of group expert assessments was used, involving both qualified teachers of the relevant field and experienced specialists in the field of labor protection, as experts. Processing of the test results was carried out by a group of experts with filling in forms of individual testing with an indication of the rating results of the first stage of the competition. Further, the Competition Commission determines the winners of the first stage of the competition based on the examined materials submitted by the expert group. The list of winners of the first stage of the competition is posted on the official website of the Ministry in the Internet information and telecommunications network.

The winners of the first stage of the competition, as well as the participants of the competition who have undergone independent assessment of qualification for labor activity in the specialty “Labor Protection Specialist” and having a corresponding certificate of qualification, the validity of which did not end on the date of the first stage of the competition, take part in the second stage of the competition.
Table 2. Topics of the test assignments of the first stage of the republic’s competition for “The Best Labor Protection Specialist of the Udmurt Republic”.

| Topics of the test assignments (Competition 2017) | Topics of the test assignments (Competition 2018) |
|------------------------------------------------|-------------------------------------------------|
| - Regulatory legal framework in the field of labor protection, labor legislation of the Russian Federation, legislation of the Russian Federation on technical regulation; | - National, interstate and common foreign standards governing the OHSMS (Occupational Health and Safety Management Systems); |
| - Application of the state regulatory labor protection requirements in the development of local regulations; | - Sources and characteristics of harmful and dangerous factors of working environment and the labor process, their classification; |
| - Basic requirements for technology, equipment, machinery and devices in terms of labor safety; | - The system of state supervision and control over compliance with labor protection requirements, rights and obligations of representatives of state supervision and control over compliance with labor protection requirements, obligations of employers during state supervision and control over compliance with labor protection requirements; |
| - Forming accounting documents on the conduction of trainings, briefings on labor protection, internships and testing of knowledge of labor protection requirements; | - The procedure for conducting a special assessment of working conditions; |
| - Classes and types of individual protective gear, their application, principles of protection and basic characteristics, requirements, the rules for providing employees with individual protective gear. | - The procedure for investigation of accidents at work; |

Participants of the second stage of the competition prepare a competition work. After approval by the Competition Commission, the topics of the competition works are posted on the official website of the Ministry on the Internet information and telecommunications network. Topics of competition works are presented in Table 3.

Table 3. Topics of competition works of the second stage of the republic’s competition for “The Best Labor Protection Specialist of the Udmurt Republic”

| Competition 2017 | Competition 2018 |
|------------------|------------------|
| **Nomination – “The Best Head of Labor Protection Service”**<br>- “Evaluation of the effectiveness and efficiency of the labor protection management system”; | **Nomination – “The Best Head of Labor Protection Service”**<br>- “Justification of the mechanisms and funding for labor protection measures”; |
| - Monitoring of compliance with the requirements of regulatory legal acts and local regulatory acts on labor protection, correct use of individual protective gear, prevention of industrial accidents and occupational diseases, implementation of measures and events aimed at creating safe working conditions”. | - “The formation of aims and objectives in the field of labor protection, including the state of working conditions and labor protection, taking into account the characteristics of production activity”. |
| **Nomination – “The Best Labor Protection Specialist”**<br>- “Formation of safety culture at the enterprise”; | **Nomination – “The Best Labor Protection Specialist”**<br>- “The procedure for organizing and ensuring monitoring over the state of working conditions at workplaces in the organization”; |
| - “Development of plans (programs) of measures to ensure safe working conditions and protection of labor, improvement of working conditions and protection of labor, management of occupational risks”. | - “The procedure for organizing and ensuring the training of workers in the field of labor protection in the organization”. |
The competition work of the second stage of the competition is carried out before the prescribed deadline; the design of the work is carried out in accordance with given provisions [8]. Assessment of competition works by experts is made in accordance with the criteria presented in Table 4.

| Criteria for evaluating the competition works | Score (points) | Score given by expert (points) |
|-----------------------------------------------|----------------|--------------------------------|
| The relevance and significance of competition work | 1-4            |                                |
| Personal contribution of the participant to the implementation of competition work in the organization | 1-5            |                                |
| Novelty, creativity and practical relevance of using the competition work in the organization | 1-5            |                                |
| Analytical abilities of the participant of the competition, the quality of written communication skills | 1-4            |                                |
| Design of the competition work | 1-3            |                                |
| Total score of competition work (points) |                |                                |

The Competition Commission after reviewing competition works submitted by the expert group determines the winners of the competition who took 1st, 2nd and 3rd places in the nominations:

“The Best Head of Labor Protection Service of the Udmurt Republic”;

“The Best Labor Protection Specialist of the Udmurt Republic”.

The winners of the competition in the nomination “The Best Head of Labor Protection Service of the Udmurt Republic” are awarded with a diploma and a cash prize:

- 23 000 rubles – the winner of the competition, taken the 1st place;
- 18 000 rubles – the winner of the competition, taken the 2nd place;
- 13 000 rubles – the winner of the competition, taken the 3rd place.

The winners of the competition in the nomination “The Best Labor Protection Specialist of the Udmurt Republic” are awarded with a diploma and a cash prize:

- 18 000 rubles – the winner of the competition, taken the 1st place;
- 13 000 rubles – the winner of the competition, taken the 2nd place;
- 8 000 rubles – the winner of the competition, taken the 3rd place.

4. Discussion

The holding of the republic’s competition for “The Best Labor Protection Specialist of the Udmurt Republic” allowed to identify organizations with the best performance of labor protection measures, which have introduced advanced labor protection management methods. Among the winners of the competition was the oil-producing company Udmurtneft OJSC, as the leader of the oil and gas sector of the Udmurt Republic, which was certified for compliance with OHSAS 18001:2007 and has a working management system - an integrated system for managing industrial safety, labor protection and environment safety [9]. Among winners there was also a branch of Gazprom UGS, Karashurskoe AUGS, which has introduced a multi-level administrative control system “Seven Steps to Success” to ensure control over compliance with labor protection requirements, which allows managers at all levels to improve the situation in the field of safety, as well as to improve the production standards [10].

This system allows the organization to manage its risks and improve the effectiveness of the system. The outcomes of the system are elimination or minimization of risks for employees and other interested parties that may be exposed to hazards. An efficiently and effectively operating OHSAS of JSC Belkamneft named after A.Volkov was established, which helps to prevent injuries, deaths, diseases of workers and the creation of safe conditions that meet the requirements of labor protection. Izhevsk division of signaling, centralization and blocking (ShCh-12) of JSC Russian Railways was also among winners. It introduced risk assessment based on an analysis of the safety barriers of
workers. Each safety barrier is evaluated according to the effectiveness indicators of the barrier, such as: “Safety of employee actions, his labor, means of labor”, “Safety of the environment and technological environment”, “Safety of actions of employees of enterprises that affect the life and health of an employee”. In order to increase the effectiveness of the barrier “Safety of the employee’s actions, his labor, means of labor”, the structural divisions use the “safety cross of the labor protection system” system, which is located at workplaces and represents a visual stand where an entry is made every day in the list of non-compliances and the safety cross, which is painted in a certain color and allows visual monitoring of the state of labor protection in the production department.

5. Conclusion
The results of the republic’s competition for “The Best Labor Protection Specialist of the Udmurt Republic” are summarized at the annual meeting on labor protection, information about the works that won in the competition is distributed in handouts during the meeting and in the media.

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