



COMMISSION OF THE EUROPEAN COMMUNITIES

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**19TH ANNUAL ACTIVITY REPORT OF THE  
ADVISORY COMMITTEE ON SAFETY, HYGIENE AND  
HEALTH PROTECTION AT WORK**

– 1994 –

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## **I LEGAL BASIS**

Council Decision of 27 June 1974<sup>1</sup> on the setting up of an **Advisory Committee on Safety, Hygiene and Health Protection at Work** (extracts):

"The Council of the European Communities (...) Whereas a standing body should be envisaged to assist the Commission in the preparation and implementation of activities in the fields of safety, hygiene and health protection at work and to facilitate cooperation between national administrations, trade unions and employers' organisations ...

**HAS DECIDED AS FOLLOWS:**

### **Article 1**

An Advisory Committee on Safety, Hygiene and Health Protection at Work is hereby established.

### **Article 2**

The Committee shall have the task of assisting the Commission in the preparation and implementation of activities in the fields of safety, hygiene and health protection at work.

### **Article 3**

1. The Committee shall produce an annual report on its activities.
2. The Commission shall forward that report to the European Parliament, the Council, the Economic and Social Committee and the Consultative Committee of the European Coal and Steel Community".

## **II GENERAL REMARKS**

### **A Membership of the Committee**

See Annex A for the list of members: copy of OJ C 85 of 22 March 1994 detailing appointments for the period 4 March 1994 to 3 March 1997.

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<sup>1</sup> OJ L 185, 9.7.1974, p. 15

Since 4 march 1994 the composition of the Committee has changed somewhat, certain members having resigned or retired. The changes are as follows:

**Luxembourg**

- replacement of Mr Lammar (full member, Employers) by Mr Metzler
- replacement of Mr Metzler (alternate member, Employers) by Mr Bollendorf
- replacement of Mr Vanderdonckt (full member, Employers) by Mr Lang

**Denmark**

- replacement of Mr B. Andersen (full member, Workers) by Mr Poulsen

**United Kingdom**

- replacement of Ms Harte (alternate member, Government) by Ms Deakins

**B Structures**

Twelve ad hoc groups were active (see Annex B for details of AHGs in 1994).

The "Organisation" group held four meetings during the year.

**C Number of meetings and meeting days**

In 1994 there were three plenary meetings of the Committee, and the ad hoc groups held 29 meetings, taking up 31 days.

**III ACTIVITIES**

**Foreword**

**A Opinions delivered**

- 1) Cooperation between the Advisory Committee and the Safety and Health Commission (doc. 5068/1/94)
- 2) Model "safety and health plan and file" pursuant to Directive 92/57 (temporary or mobile work sites) (doc. 1169/2/93)
- 3) Health and safety research in the various departments of the Commission (doc. 5070/94) (interim report)

- 4) Adoption of the 18th activity report of the Advisory Committee (doc. 5061/94)
- 5) Proposal for a Council directive concerning minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (doc. 5537/94)
- 6) Organisation of the second European film festival on health and safety at work (doc. 5530/94)
- 7) European information for undertakings and workers – criteria and self-audit (docs 5198/2/94 and 5200/94)
- 8) Standardisation (doc. 5195/1/94)
- 9) Guide for the evaluation of workplace risks (doc. 5196/94)
- 10) Establishment of exposure levels (doc. 5191/1/94)
- 11) Priority measures concerning the General framework for action of the European Community in the field of safety, hygiene and health protection at work (1994-2000) (doc. 5526/4/94)
- 12) Draft directive adapting for the first time to technical progress Directive 90/679/EEC as first amended by Council Directive 93/88/EEC on the protection of workers from the risks related to exposure to biological agents at work (doc. 6062/94)
- 13) Interim report on alcohol and drugs at the workplace (doc. 6059/94)
- 14) Standardisation (biotechnology) (doc. 6055/94)
- 15) Standardisation (doc. 5772/94)
- 16) Transposal of directives
- 17) European Agency for Safety and Health at Work

## **B Activities of the ad hoc groups**

- 1) AHG "Research"
- 2) AHG "Occupational exposure levels"
- 3) AHG "Alcohol and drugs at the workplace"
- 4) AHG "Standardisation"
- 5) AHG "Work-related stress"

## **Foreword**

The Advisory Committee on Safety, Hygiene and Health Protection at Work was particularly busy during 1994, adopting 17 draft opinions.

Two subjects in particular were discussed in depth:

- the problem of the transposal of health and safety directives, which provoked some very strong demands from the social partners (see § A.16);
- the setting up of the European Agency for Safety and Health at Work, which provoked strong reactions from the social partners as regards the procedure governing appointments to the Management Board (see § A.17).

## **A. OPINIONS DELIVERED**

### **1) Cooperation between the Advisory Committee and the Safety and Health Commission (doc. 5068/1/94)**

The AHG's terms of reference were as follows: "Pursuant to Article 2(2)(d) of the Council Decision of 27 June 1974 (OJ No L 185 of 9 July 1974), to define, within the framework of Community action programmes and in cooperation with the Safety and Health Commission for the Mining and Other Extractive Industries, the possibilities of improving mutual information. The Ad Hoc Group should comprise an equal number of representatives from the Advisory Committee and from the Safety and Health Commission."

The Committee adopted the proposal for an exchange of observers between the Advisory Committee and the Safety and Health Commission.

This will make a major contribution towards improving reciprocal knowledge, as observers will report to their respective bodies on existing needs as regards meetings and cooperation on the various subjects dealt with.

The observers from the Advisory Committee will be selected from the members of the AHG "Organisation". There will be two per interest group. They will report back to the AHG "Organisation" and the plenary committee.

These observers will attend only the plenary meetings of the Safety and Health Commission. Likewise, the Safety and Health Commission will delegate six observers to the plenary meetings of the Advisory Committee.

**2) Model "safety and health plan and file" pursuant to Directive 92/57 (temporary or mobile work sites) (Doc. 1169/2/93)**

The purpose of establishing a safety and health plan and a project characteristics file is to specify the rules applicable to a particular work site and to propose solutions, from the project design stage onwards, for the prevention of foreseeable hazards. The plan and file can also be introduced during the execution phase and be updated regularly as work progresses.

The model plan and file were adopted unanimously, with the following comments from the interest groups:

- the Annex attached to the draft opinion should be incorporated into the opinion as an introduction;
- the document was not binding and could not therefore include any wording imposing an obligation;
- with reference to the phrase "the plan is a document containing a strategy rather than a collection of detailed instructions in the form of a guide, and is mainly addressed to clients", the Group felt that the Commission could not address clients directly to give them guidance about their work. But if that was the aim the document would have to be made more accessible, otherwise nobody would use it.

**3) Health and safety research in the various departments of the Commission (doc. 5070/94) (interim report)**

The Committee had been asked to:

- establish an inventory of programmes supported by the Commission;
- draw the Commission's attention to areas in which there is an apparent need for the acquisition of new knowledge and for the implementation of appropriate research projects (Article 2(2)(c) of the Council Decision of 27.6.74 – OJ L 185 of 9.7.74, p. 15);
- establish research priorities for the fourth Action Programme.

This initial draft opinion was adopted unanimously but was to be regarded as an interim opinion, since the Commission had been unable to supply the AHG with the information necessary to catalogue all the areas of safety

and health research being pursued within the Commission's departments, and the objectives specified in the Group's mandate had not been achieved.

The Chairman made the following points:

- the ECSC Treaty included provision for research funding;
- the ECSC Treaty was due to expire in 2002. In 1994 the funds allocated to ECSC social research had been cut back to the point where they could cover no more than the maintenance of ongoing research projects;
- the research activities provided for in the Union Treaty offered scope, in numerous sections of the Fourth RTD Framework Programme (1994-1998), for research on health and safety at work. In the co-decision procedure for the Framework Programme, the European Parliament had proposed at its second reading that a specific sub-programme "Health and safety at work" be inserted in Chapter 7, activity 1, "Targeted socio-economic research";
- the task of compiling the inventory of ongoing research could be delegated to the future "European Agency".

The Committee delivered a second opinion (doc. 6065/94) during the November plenary, based on the research programme proposed by DG XII. The Committee wanted contacts to be established as quickly as possible with the DGs concerned, so that it could play its part in the identification and selection of specific health and safety themes.

**4) Adoption of the 18th activity report of the Advisory Committee (Doc. 5061/94)**

The Committee adopted the 18th activity report.

**5) Proposal for a Council Directive concerning minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (doc. 5537/94)**

In accordance with the mandate from the Advisory Committee, the AHG studied the "Proposal for a Council Directive concerning minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres" (individual directive under Article 16.1 of Directive 89/391/EEC).

The Committee adopted the draft opinion, with the following comments from the interest groups:

Employers:

- items 3 and 4 of the draft opinion were primarily points asked for by the employers;
- account had to be taken of the extra costs which undertakings would incur as a result of this draft directive;



- the vade-mecum should be a document of use to practitioners;
- if necessary, the AHG should have the opportunity to examine the document again.

Workers:

- it was important to emphasise the employers' commitment to undertake an evaluation of the major risks to which workers were exposed;
- the highest standards of safety had to be applied;
- the vade-mecum had to give detailed examples for use by employers.

Government:

- the reference to the Framework Directive had to be deleted since it would give mandatory force to the vade-mecum;
- the vade-mecum had to be regarded simply as a guide for users.

**6) Organisation of the second European film festival on health and safety at work (doc. 5530/94)**

This proposal was presented by the Commission pursuant to the "General framework for action by the Commission of the European Communities in the field of safety, hygiene and health protection at work" and the Advisory Committee opinion delivered at the November 1993 plenary. The Commission consulted experts from the Member States during January and February and submitted proposals to the Advisory Committee which needed to be dealt with quickly if the festival was to go ahead in a well-organised way in the first half of 1995.

The draft opinion was adopted with the following comments:

- the awards should be made to films which were so designed and executed that they could be easily shown at the workplace;
- the jury should consist of workers' and employers' representatives; the members of the AHG "Audiovisual aids" could perhaps be appointed as a preselection jury;
- the number of preselected films should not be restricted to 35 and the soundtrack should not only be in three languages (FR, EN, DE);
- innovatory films should be welcomed;
- the prize should take the form of a cash award;
- it was important that the aims and funding of the festival should be clearly specified;
- the films submitted and the films which received awards should be such that they could be shown and understood in any type of undertaking;
- the jury should consist of users of this type of film (workers and employers);

- any outside members serving on the final jury should be specialists in health and safety at work;
- the results of the festival should be evaluated, in particular in terms of the demand for the award-winning films;
- the proposed date (March 1995) might not leave sufficient time for preparation. The winning films should subsequently be made available in all official languages.

**7) European information for undertakings and workers – criteria and self-audit (docs 5198/2/94 and 5200/94)**

The AHG's mandate was: "to produce a policy document on means of supplying European information to employers and workers, with particular attention to SMEs".

The Employers' Group adopted the draft opinion, emphasising that the information supplied must be simple, clear and concise. There should be no change in the way in which the Commission supplied information at present.

The Workers' Group adopted the draft opinion and congratulated the AHG on its fine work, while proposing that consideration be given to a multimedia approach.

The Government Group attached great importance to this question but doubted whether all points covered in the document were necessary. Account would have to be taken in future of the role of the European Agency for Safety and Health at Work.

**8) Standardisation (doc. 5195/1/94)**

At the plenary of 18/19 November 1993 the AHG "Standardisation" had been instructed to analyse what role (if any) European standards could or should play in relation to fields covered by directives based on Article 118a of the Treaty, i.e. for maintaining or improving worker protection. The basic view is that European standards normally have no formal role in these fields. However, there may be exceptions to this rule. The AHG was asked to consider the question of appropriate criteria for judging exceptions, and to consider when (and how) such criteria should be applied. It was also proposed that the AHG address the formal status of such standards.

The draft opinion was adopted with the following comments from the interest groups:

The Workers' Group drew the Commission's attention to the standardisation problems which would arise from the directives based on Article 118a. Limit values should not be set by the standardisation bodies.

The Government Group urged the Commission to take full account of the points contained in the document.

The Employers' Group asked for the expression "AHG" to be deleted in section 3.II of the document and emphasised that an AHG had to work to a specific remit, the intermediate group having no authority to approve a change in the remit of an AHG.

**9) Guidance on workplace risk assessment (doc. 5196/94)**

The AHG's mandate was "to deliver an opinion on the recommendations drafted by the Commission on the preparation of workplace risk assessments by governments and the two sides of industry, in accordance with Directive 89/391/EEC on the introduction of measures to encourage improvements in the safety and health of workers at work".

The draft opinion was adopted with the following comments:

The Committee congratulated the Commission departments on the quality of the document.

The Employers' Group commented on the high standard of the AHG's work. This document should serve only as a guide for the Member States and the social partners in implementing the Framework Directive and should in no circumstances be mandatory.

The Workers' Group made the following comments:

- the concept of "risks" in the document did not take account of new approaches, e.g. ergonomics; it should be much broader, especially in technological terms;
- the document did not adequately reflect the subjective experience of female and male workers with regard to risk assessment;
- the document should take account of "near misses";
- the term "acceptable risks" was open to criticism; it was clearly not possible to eliminate all risks but one had to work towards a zero risk;
- on page 35 of the English text, the last three indents were to be replaced by the following:  
"workers whose state of health is a contraindication to exposure to certain risks".

**10) Establishment of exposure levels (doc. 5191/1/94)**

Important requirements for the setting of occupational exposure limits (OELs) for chemical agents are a priority list of agents and a procedure for collecting and evaluating the toxicological and medical data. For the final adoption of the level of OELs the actual exposure conditions in the

workplace and technical and socio-economic considerations have to be taken into account.

The draft opinion was adopted with the following comments:

- the term "AHG" should be replaced by "Advisory Committee", since only the Advisory Committee was empowered to take decisions and make recommendations;
- priority should be given to the limit values for which complete data were not available.

**11) Priority measures concerning the General framework for action by the Commission of the European Communities in the field of safety, hygiene and health protection at work (1994-2000) (doc. 5526/4/94)**

The Committee delivered three opinions on priority measures concerning the General Framework. These three opinions are contained in documents 1326/1/93, 5534/94 and 5526/4/94. They concern, respectively:

1. A definition of the priorities for 1994, divided into three chapters:
  - \* Commission initiatives to ensure that Community directives are implemented;
  - \* continuation of activities in hand;
  - \* new initiatives/creation of new ad hoc groups.
2. The organisation of "thematic information campaigns", which could take the form of a European Health and Safety at Work Week.
3. The action programme, replicating the programme adopted by the Advisory Committee in Copenhagen in February 1993.

With regard to Item 3, the Committee adopted the opinion after much debate, during which the following comments were made:

The Employers' Group wished to have additional information from the Commission concerning the latter's commitment to specify priority measures when producing the fourth programme, and this in cooperation with the "Priority Measures" AHG.

It stated that during the plenary of 16/17 February 1995 the Committee needed to have the necessary information so as to set up the relevant AHG.

The Workers' Group pointed out that a consensus on the draft opinion had already been reached in Copenhagen in February 1993. It urged the Commission to push ahead in this field. It also recalled the Commission's undertaking to take occupational diseases into account in its programme. It underlined the importance the Group attached to high-risk jobs being taken into account, as well as the problems encountered by migrant

workers. Like the Employers' Group, it wished to have more information on the Commission's commitment to draw up a five-year work programme based on the "General framework for action by the Commission of the European Communities in the field of safety, hygiene and health protection at work (1994-2000)".

As for standardisation, the Group did not want CEN involvement in matters related to Article 118a.

It stressed that the compromise document adopted at Copenhagen in February 1993 should not be changed.

The Government Group said it had examined the document, which replicated that adopted in 1993. Although it had misgivings about some of the wording, it confirmed its agreement to the draft opinion, stating that its comments did not jeopardise the proposal.

12) **Draft directive adapting for the first time to technical progress Directive 90/679/EEC as most recently amended by Council Directive 93/88/EEC on the protection of workers from risks related to exposure to biological agents at work (doc. 6062/94)**

The AHG's mandate is to prepare an Advisory Committee opinion on the proposal for a modification of Council Directive 93/88/EEC of 12 October 1993 amending Directive 90/679/EEC on the protection of workers from risks related to exposure to biological agents at work. This draft will be proposed by DG V/F with a view to adopting the list of biological agents classified in Group 3 and indicated by an asterisk in accordance with Introductory Note 8, in the light of the latest scientific knowledge.

The draft opinion was adopted by all three groups with the following comments:

The Workers' Group drew attention to point 1.1 concerning the human immunodeficiency virus and the human T-cell leukaemia virus 1 and 2, and namely to the fact that these types of virus could not be considered to be substances infectious by the air-borne route.

The German delegation in the Government Group commented that the three "Echinococcus" types should not be in group 3 with two asterisks but in a stricter classification, namely in group 3 with no asterisks.

The Employers' Group proposed that the three "Echinococcus" types be reclassified in group 3 with asterisk, as was the case in the draft.

**13) Interim report on alcohol and drugs at the workplace (doc. 6059/94)**

The AHG had been mandated to:

- examine the draft report of a study carried out jointly by the ILO and the Commission in the EC Member States, in close cooperation with the social partners, analysing in particular the impact of this problem on workplace safety and health in general;
- submit to the plenary meeting proposals concerning the representation of the social partners (four per Member State) at a conference to be organised by the Commission, at which the report results and the various national reports would be presented.

The AHG not yet having completed its work, this draft opinion was put forward as an interim report and was accepted unanimously as such.

**14) Standardisation (Biotechnology) (doc. 6055/94)**

The Committee asked the Commission to examine whether the implementation of the standardisation programme in the field of biotechnology conformed with the terms of the official mandate, particularly as regards the classification of micro-organisms and the medical surveillance of workers.

The draft opinion was adopted unanimously, with a suggestion that in the English version the term "Committee" be replaced by "Advisory Committee" in order to avoid any confusion.

**15) Standardisation (doc. 5772/94)**

The AHG had studied the following draft mandates:

- (doc. 10/94) "Standardisation programme proposed by CEN in the field of equipment and installation for the transmission and distribution of gas (M/017)";
- (doc. 12/94) "Standardisation programme proposed by CEN/ECISS in the Iron and Steel sector (fifth series) (M/005)";
- (doc. 13/94) "Standardisation programme proposed by CEN/CENELEC in the field of Medical Devices (M/023)".

The Employers' Group adopted the draft opinion with the remark that employing the term "comfort" might unduly restrict the range of aspects covered by the standards. It proposed that "comfort" be replaced by the much broader term "practical requirements".

The Committee adopted the draft opinion.

## **16) Transposal of directives**

This subject is one of the priorities defined by the Committee and is mentioned in the General framework for action by the Commission of the European Communities in the field of safety, hygiene and health protection at work (1994-2000). At the request of the Advisory Committee the Government Group had prepared a report on the transposal of directives into national law and the difficulties encountered in transposing them (doc. 5540/94). This document did not satisfy the social partners, who wanted much fuller details of the reasons for the difficulties encountered and more information on the ramifications for Member States of these new laws. In response to these requests, the Advisory Committee asked the Government Group to prepare a new report, confined exclusively to the Framework Directive, for presentation at the plenary meeting in February 1995. The question of the transposal of directives has been discussed at length within the Advisory Committee, as reported extensively in the minutes of the Advisory Committee's plenaries (docs 5193/1/94, 6056/94 and 6215/94).

## **17) European Agency for Safety and Health at Work**

This subject has been discussed at length, as reported extensively in the minutes of the plenaries of July 1994 (doc. 6056/94) and November 1994 (doc. 6215/94).

The discussions focused chiefly on:

- the role of the European Agency;
- the appointments to the Management Board (12 government representatives, six employers' representatives and six workers' representatives);
- the system of rotation within the Management Board;
- the need for all Member States to be represented by the social partners' representatives.

The social partners have sought information from the Council concerning these problems, without receiving a reply. The subject is due to be discussed again at the plenary meeting in February 1995.

## **B. ACTIVITIES OF THE AD HOC GROUPS**

### **1) Ad hoc group "Research"**

The group's tasks are:

- to draw up a list of programmes supported by the Commission;
- to draw the attention of the Commission to areas in which new information and appropriate research appear to be required;
- to establish research priorities under the fourth action programme.

The group has not yet completed its work and will therefore continue it in 1995.

**2) Ad hoc group "Work-related stress"**

This group's terms of reference are:

- a) to study all important works relating to stress;
- b) to study all measures already carried out at national or Community level;
- c) to study all problems that work-related stress can cause;
- d) to report its findings to the Advisory Committee with a view to an action in the future.

**3) Ad hoc group "Alcohol and drugs at the workplace"**

This group's terms of reference are:

- to examine the draft report of a study carried out jointly by the ILO and the Commission in the EC Member States, in close cooperation with the social partners, analysing in particular the impact of this problem on workplace safety and health in general;
- to submit to the plenary meeting a draft opinion on this report, together with recommendations for any measures which it feels the Commission should take in this field;
- to submit to the plenary meeting proposals concerning the representation of the social partners (four per Member State) at a conference to be organised by the Commission, at which the results of the report and the various national reports will be presented.

The group presented an interim report at the plenary of 23/24 November 1994 and will continue its work in 1995.

**4) Ad hoc group "Standardisation"**

The group is continuing its work.

**5) Ad hoc group "Occupational exposure levels"**

The Employers' Group proposes that the ad hoc group's remit be extended for a further two years.

The Advisory Committee approves this proposal.



**6) Ad hoc group "Priority measures"**

At the plenary of 23/24 November 1994 the Committee decided that the "Priority Measures" AHG had fulfilled its mandate. It wanted a new AHG to be set up with a fresh remit to study the work programme based on the "General framework for action by the Commission of the European Communities in the field of safety, hygiene and health protection at work (1994-2000)".

**7) Ad hoc group "Audiovisual aids"**

The group is awaiting developments following the decision to organise a second video film festival in 1995 and will examine the possibility of appointing jury members for the festival.

**IV. ANNEXES**

- A) List of members of the Advisory Committee
- B) List of members of the various ad hoc groups

I

(Information)

## COUNCIL

List of full and alternate members of the Advisory Committee on Safety, Hygiene and Health Protection at Work (for the period 4 March 1994 to 3 March 1997) following the Decision of the Council of the European Union on 4 March 1994

(94/C 85/01)

### I. GOVERNMENT REPRESENTATIVES

#### (a) Members

Belgium	Mr R. WAMPACH	Mr P. HUBLET
Denmark	Mr H. GROVE	Mr E. ANDERSEN
Germany	Mr R. OPFERMANN	Mr R. IRLÉNKAËUSER
Greece	Ms A. KAFETZOPOULOU	Mr I. KOUMERTAS
Spain	Mr J. CHOZAS PEDRERO	Mr J. GÓMEZ HORTIGÜELA
France	Mr M. BOISNEL	Ms D. ROUAUD
Ireland	Mr T. WALSH	Mr M. HENRY
Italy	Ms G. ROCCA ERCOLI	Ms A. M. FAVENTIAMATISTA
Luxembourg	Mr P. WEBER	Mr N. RUME
Netherlands	Mr C. J. VOS	Mr M. G. DEN HELD
Portugal	Mr J. M. LEITAO RIBEIRO ARENGA	Mr A. A. VAREJAO CASTELO BRANCO DE SOUSA
United Kingdom	Mr J. T. McQUAID	Mr P. TANSLEY

#### (b) Alternates

Belgium	Mr D. STEEN	Mr L. RZONZEF
Denmark	Ms M. GROTH-ANDERSEN	Ms C. SKJOLDAGER
Germany	Mr U. RIESE	Mr T. GIESEN
Greece	Ms S. PISSIMISSI	Mr D. TANGAS
Spain	Mr R. GARCÍA CONDE	Mr L. CASTELLA LÓPEZ
France	Mr J.-L. PASQUIER	Mr G. ROBERT
Ireland	Mr P. DONNELLAN	Mr P. FUREY
Italy	Mr M. GUERRIERI	Mr M. ALVINO
Luxembourg	Mr M. FEYEREISEN	Mr J.-P. DEMUTH
Netherlands	Mr G. WAGENMAKER	Mr F. H. MEPPELDER
Portugal	Mr M. FARREO FRAZAO CAETANO	Mr A. J. COSTA MARINHO
United Kingdom	Ms F. HARTE	Ms J. SOAVE

### II. TRADE UNION REPRESENTATIVES

#### (a) Members

Belgium	Mr H. FONCK	Mr P.-P. MAETER
Denmark	Mr I. MALTESEN	Mr B. ANDRESEN
Germany	Mr R. KONSTANTY	Mr M. ANGERMEIER
Greece	Mr D. POLITIS	Mr S. DRIVAS
Spain	Mr T. LÓPEZ ARIAS	Mr A. C. CARCOBA ALONSO
France	Mr M. MARTIN	Mr J.-C. PICHENOT
Ireland	Mr T. WALL	Mr S. CRONIN
Italy	Ms C. BRIGHI	Ms L. BENEDETTI
Luxembourg	Mr A. GIARDIN	Mr F. MILLER
Netherlands	Mr M. M. W. WILDERS	Mr G. A. CREMERS
Portugal	Mr A. J. GOMES TAVARES	Mr M. A. CABRAL SARAMAGO FERREIRA
United Kingdom	Ms A. GIBSON	Mr R. BIBBINGS

(b) *Alternates*

Belgium	Mr F. PHILIPS	Mr V. VAN DER HAEGEN
Denmark	Mr O. D. HEEGAARD	Mr L. K. NØRSKOV
Germany	Mr B. ZWINGMANN	Mr K. GROWITSCH
Greece	Mr Y. PAPANAYOTOU	Mr C. CHATZIS
Spain	Mr F. FERNÁNDEZ ARROYO	Ms M. FELIX VILLAR FERNÁNDEZ
France	Mr A. LEMITRE	Mr M. SEDES
Ireland	Mr M. O'HALLORAN	Mr N. O'NEILL
Italy	Ms G. GALLI	Mr R. TASCINI
Luxembourg	Mr M. MERSCH	Mr R. ABBATI
Netherlands	Ms H. C. J. VAN DEN BURG	Mr W. W. MULLER
Portugal	Mr R. A. DE ALMEIDA TELXEIRA	Mr M. J. DOS SANTOS NEVES
United Kingdom	Mr D. PICKERING	Mr T. MELLISH

III. EMPLOYER'S REPRESENTATIVES

(a) *Members*

Belgium	Mr H. DE LANGE	Mr R. LEONARD
Denmark	Mr T. P. NIELSEN	Mr T. JEPSEN
Germany	Mr U.-W. KUHLMANN	Mr J. JANISZEWSKI
Greece	Mr I. TSAMOUSOPOULOS	Mr E. ZIMALIS
Spain	Mr V. SANCHÍS AHUYO	Mr F. MANZANO SANZ
France	Mr J. TASSIN	Mr J.-P. PEYRICAL
Ireland	Mr T. BRISCOE	Mr R. TUMULTY
Italy	Mr F. GIUSTI	Mr M. FREGOSO
Luxembourg	Mr R. LAMMAR	Mr M. SAUBER
Netherlands	Ms C. de MEESTER	Mr P. M. M. VAN OSTAJEN
Portugal	Mr J. H. L. DA COSTA TAVARES	Mr M. LIMA AMORIM
United Kingdom	Ms J. L. ASHERSON	Mr C. H. A. F. CASTLE

(b) *Alternates*

Belgium	Mr A. PELEGRIN	Mr R. DILLEN
Denmark	Mr T. A. SØRENSEN	Ms B. ULDALL KØLVING
Germany	Mr K. KREIZBERG	Mr S. BEEKHUIZEN
Greece	Mr A. KALDIS	Mr G. VGONDZAS
Spain	Mr F. MUÑOZ MÚGICA	Mr E. BELTRÁN APARICIO
France	Ms A. DEJEAN DE LA BAITE	Ms V. CORMAN
Ireland	Mr T. LAWLOR	Mr P. CASSIDY
Italy	Mr G. SPANO	Mr A. SCARFINI
Luxembourg	Mr F. METZLER	Mr P. VANDERDONCKT
Netherlands	Mr I. VERHOEF	Mr L. J. HOPMANS
Portugal	Mr M. GONÇALVES DE TEVES COSTA	Mr J. L. SALGADO BARROSO
United Kingdom	Mr P. W. HUGHES	Mr A. R. CLARE

**LIST OF AHGs - 1994**

TITLE OF GROUP	TERMS OF REFERENCE	COMPOSITION	GOVERNMENT	WORKERS	EMPLOYERS	RESPONSIBLE OFFICIAL
<b>STANDARDISATION</b>	Examination of proposed standards put by the Commission to CEN/CENELEC	Chairman: Overgaard Vice-Chairman: Giusti Rapporteur: Sapir	TOMKINS/UK OVERGAARD/DA WAMPACH/BE OPFERMANN/DE	ANGERMAIER/DE BENEDETTINI/ IT SAPIR /BTS MELLISH/UK	GAMBELLI/FR GIUSTI / IT JANISZEWSKI/DE TORNOS/ES BORMANS/UNICE	M. LOMMEL 33871
<b>RESEARCH</b>	see relevant document	Chairman: Corman Vice-Chair: Sheye Rapporteur: Brighi	DEN HELD/NL SKEVINGTON/UK SHEYE/DA BIENECK/DE HUBLET/BE	MALTESEN/DA MARTIN/FR BRIGHI/IT SARAMAGO/PO SAPIR/BTS	THORLEY/UK CASANO/IT CORMAN/FR BORMANS/UNICE	Dr. ARESINI 32260
<b>AUDIO-VISUAL AIDS</b>	see relevant document	Chairman: Tassin Vice-Chair: Sedes Rapporteur: Eichend.	RIMMER/UK HOLSTIJN/NL ANDERSEN/DA EICHENDORF/DE	MENDEZ/ES A. TAVARES/PO KAHR/DA SEDES/FR	GIUSTI/IT HARKNESS/UK TASSIN/FR TUMULTY/IRL	M. MERCY 34862
<b>COOPERATION BETWEEN THE ADVISORY COMMITTEE AND THE SAFETY AND HEALTH COMMISSION</b>	see relevant document	Chairman: Angermaier Vice-Chair: Sheye Rapporteur: Giusti	OPFERMANN/DE SHEYE/DA HARTE/UK	THISSEN/BE BUSCHAK/CES GIARDIN/LUX ANGERMAIER/DE	GIUSTI/IT JOPLING/UK CASTLE/UK BERNHARD/DE BORMANS/UNICE	M. GAUTHIER 32802
<b>INFORMATION FOR UNDERTAKINGS</b>	see relevant document	Chairman: Fonck Vice-Chair: Ginalas Rapporteur: De Lange	HABETS/NL GINALAS/GR WALSH/IRL ROCCA/IT RIMMER/UK SHEYE/DA	PINILLA/ES GALLI/IT VOGEL/BTS FONCK/BE	BITTSCHIEDT/DE DELANGÉ/BE ASHERSON/UK TASSIN/FR BORMANS/UNICE	M. MERCY 34862
<b>PRIORITY MEASURES</b>	see relevant document	Chairman: Maeter Vice-Chair: Castle Rapporteur Wagemaker/Oliver	HARTE/UK SHEYE/DA WAGEMAKER/NL OLIVIER/NL BRIONES/ES PINTO MARVAO/PO	MAETER/BE BRIGHI/IT POULSEN/DA BUSCHAK/CES SAPIR/BTS KONSTANTY/DE	CASTLE/UK GIUSTI/IT SCARFIN/IT TASSIN/FR JEPSEN/DA KREIZBERG/DE BORMANS/UNICE	M. MERCY 34862

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<b>DRAFT SAFETY AND HEALTH PLANS AND FILES PURSUANT TO DIRECTIVE 92/57</b>	see relevant document	Chairman:Opfermann Vice-Chair: Hellsten Rapporteur:Tavares	V. YPEREN/NL CAMPBELL/UK FAVENTI/IT CLEMENT/FR OPFERMANN/DE	GUEANT/BTS HELLSTEN/BE WILDERS/NL ETIENNE/FR	C. TAVARES/PO GAILLON/FR NORTON/UK ARCANGELI/IT PELEGRIN/BE BORMANS/UNICE	M. BIOSCA 34988 M. LEFKADITIS 33646
<b>EVALUATION OF WORKPLACE RISKS</b>	see relevant document	Chairman:Rocca Vice-Chair:Asherson Rapporteur: Etienne	GRAU/ES ROCCA/IT LE GUEN/UK GOULDING/IRL ANDERSEN/DA KIRCHBERG/DE	BIBBINGS/UK ETIENNE/FR ANGERMAIER/DE VOGEL/BTS MALTESEN/DA	ASHERSON/UK GIUSTI/IT KRAMER/DE LEPLAY/FR VAN OSTAIJEN/NL MORTESEN/DA O'HALLORAN/IRL BORMANS/UNICE	M. KLOPPENBURG 33282
<b>OCCUPATIONAL EXPOSURE LEVELS</b>	see relevant document	Chairman:Hublet Vice-Chair:Beekuizen Rapporteur:Heegaard	WARNER/UK GUERRIERI/IT KLEIN/DE HUBLET/BE	MALASPINA/IT BOIX/ES KONSTANTY/DE HEEGAARD/DA VAN DAMME/BTS MARTIN/FR	BEEKUIZEN/DE AUBRUN/FR JEPSEN/DA VERHOEF/NL LEWIS/UK BERRA/IT BORMANS/UNICE	Dr. De Smedt 33673
<b>ALCOHOL AND DRUGS</b>	see relevant document	Chairman: Guisti Vice-Chair:Mellish Rapporteur:Donnelly	HUBLET/BE MÜSCH/DE RUME/LUX DONNELLY/IRL	GALLI/IT DIAZ/ES MELLISH/UK DRIJFHOUT/NL BUSCHAK/CES HASSELBACH/DA	GIUSTI/IT DE LA BATIE/FR SCHULTHEISS/DE McDONALD/UK BORMANS/UNICE	Dr. BERLIN 32724
<b>BIOLOGICAL AGENTS</b>	see relevant document	Chairman:Konstanty Vice-Chair:Arenga Rapporteur:Clare	WIMMER/DE McQUAID/UK ARENGA/PO	KONSTANTY/DE LOPEZ ARIAS/ES VAN DAMME/CES WILDERS/NL	CLARE/UK SKROBRANEK/DE THEILLEUX/FR BORMANS/UNICE	M. WALERIUS 32735
<b>STRESS</b>	see relevant document	Chairman:Poulsen Vice-Chair: Rapporteur:De Lange	RINGELBERG/NL ANDERSEN/DA DAVIES/UK WALSH/IRL HUBLET/BE	GUEANT/BTS POULSEN/DA CALDEA/ES TIVEY/UK WILDERS/NL	DE LANGE/BE DE MEESTER/NL JEPSEN/DA AUBRUN/FR LIEDEKERKE/UNIC	M. KLOPPENBURG 33282

ATEX 118a	see relevant document	Chairman: Jepsen Vice-Chair: Rocca Rapporteur: Sedes	PARLEVIET/NL ROCCA/IT BOOTOM/UK /DE	PICKERT/BTS SEDES/FR ESC.DA COSTA/PO	WILLOUGHBY/UK GIUSTI/IT SIMONNET / FR JEPSEN/DA BORMANS/UNICE	M. ROTHER 32268
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