

Occupational safety and health Education & Training system

2012. 7. 9

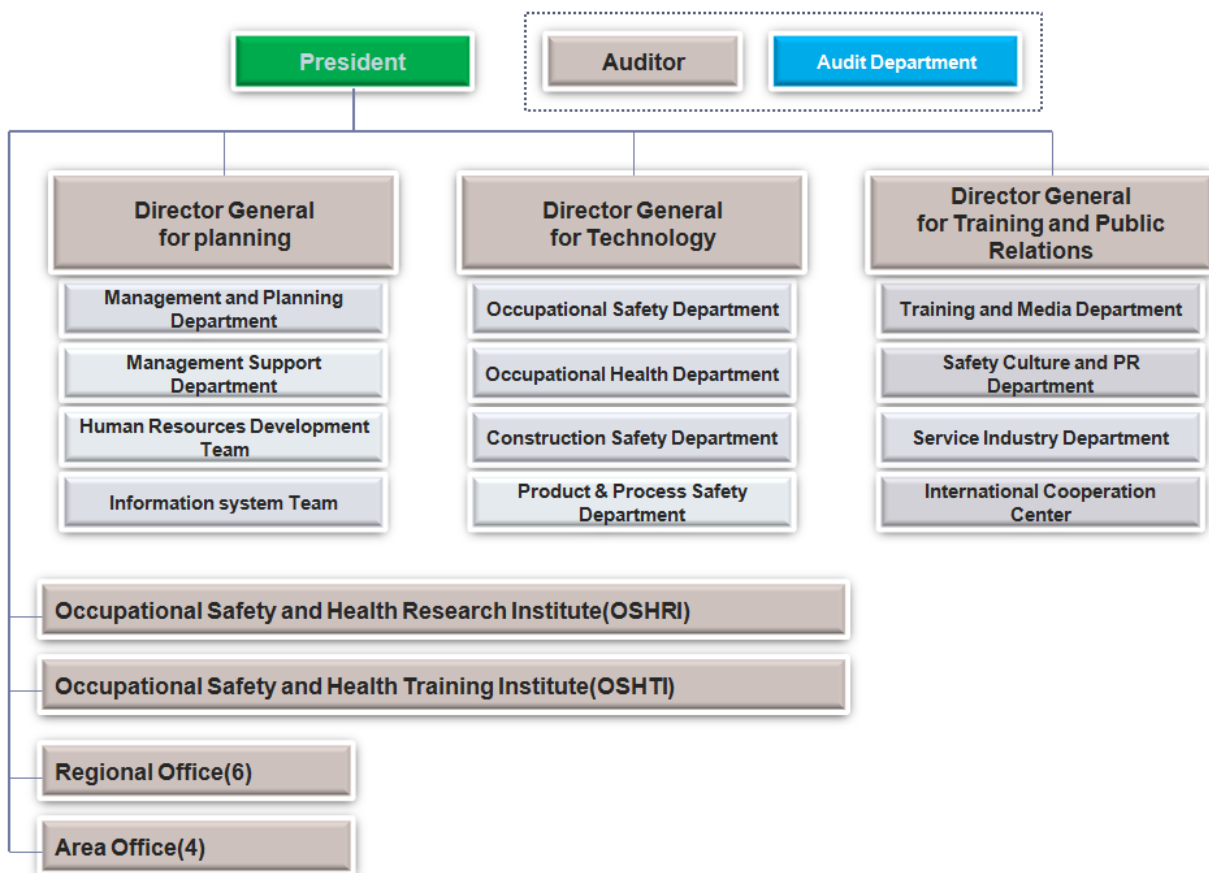
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I. KOSHA Introduction

Korea Occupational Safety and Health Agency (KOSHA) is a government-funded public organization established on December 9, 1987 in accordance with the Korea Occupational Safety and Health Agency Act (enacted May 30, 1987 under Law No. 3931). KOSHA aims to contribute to the growth and development of the national economy by improving the safety and health conditions of workers. KOSHA's work areas to effectively prevent occupational accidents include: checking safety and health conditions in workplaces; providing technical and financial assistance; providing education and training on occupational safety and health (OSH); developing and distributing OSH-related information and materials; conducting research and development(R&D) for the prevention of occupational injuries and illnesses, and so on.

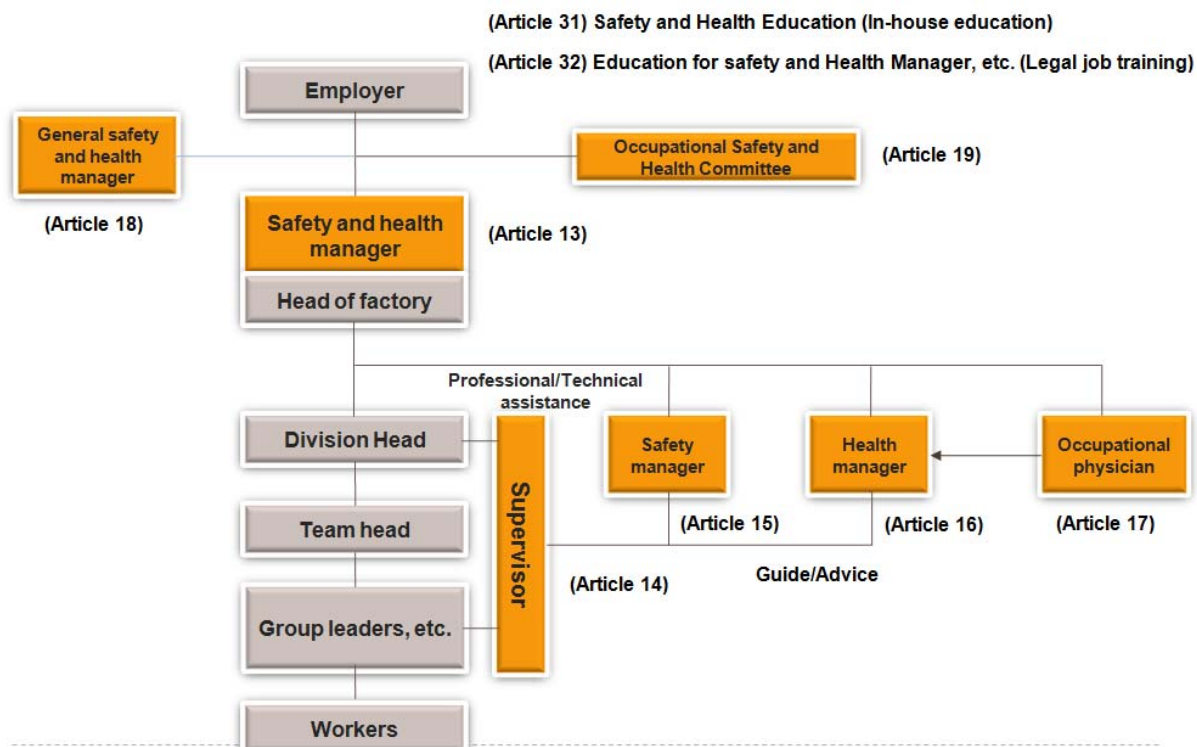
KOSHA Organization Chart



☞ The number of our area offices are 17.(The number of above chart is mistype)

II. Safety & Health Management System

The chart for Safety and Health Management system under the OSH Act



Under the Occupational Safety and Health Act, Enforcement Decree of the Act, Enforcement Regulation, etc., in Korea, KOSHA have authorities for training of following workers.

1. Safety and Health Manager

1) Responsibilities & Duties

- (1) An employer shall assign a safety and health manager (hereinafter referred to as "safety and health manager") who is responsible for the overall management and control of the following matters:
 1. Matters concerning the establishment of an industrial accident and disease prevention plan;

2. Matters concerning the preparation and modification of the safety and health management regulations under Article 20(preparation, etc of Safety & Health Management Regulations)
 3. Matters concerning the safety and health education of employees under Article 31;
 4. Matters concerning the inspection and improvement of the work environment, such as work environment monitoring, etc., under Article 42;
 5. Matters concerning the management of health, such as health examinations, etc., of workers, under Article 43;
 6. Matters concerning the investigation of the causes of industrial accidents and the establishment of measures to prevent a recurrence;
 7. Matters concerning the record and maintenance of statistics on industrial accidents;
 8. Matters concerning decisions on whether or not safety devices and personal protective equipment related to safety and health meet product standards at the time of purchase; and
 9. Other matters concerning the prevention of harm and hazard to workers under Chapter IV, and as prescribed by the Ordinance of the Ministry of Employment and Labor.
- (2) The safety and health manager shall direct and supervise a safety manager under Article 15 and a health managers under Article 16.
- (3) The category and scale of the business to which a safety and health manager is to be assigned, and other necessary matters shall be prescribed by the Presidential Decree.
- ※ The phrase “such matters ... as prescribed by the Ordinance of the Ministry of Employment and Labor” as set forth in Article 13 (1) 9 of the Act shall refer to such matters concerning the prevention of hazards to workers or their health impairment.
- matters concerning the prevention of hazards to workers or their health impairment are mentioned by local rule on occupational safety and health standard

2) Qualifications

No limit.

3) Training Hours

Initial training	Refresher training
6 hours or more	6 hours or more

4) Training Subjects

Initial training	Refresher training
○ Matters concerning the responsibilities and duties of managers	○ Matters concerning occupational safety and health policies
○ Matters concerning occupational safety and health laws and safety and health measures	○ Matters concerning self-regulatory safety and health management

2. Supervisor

1) Responsibilities & Duties

- (1) An employer shall have a supervisor of the workplace (this refers to the head of a division within the management structure, who directly manages and supervises production work and employees involved therein or who takes charge of such a position; hereinafter the same shall apply) carry out the safety and health-related duties prescribed by the Presidential Decree, such as safety and health inspection : Provided, that with regard to work prescribed by the Presidential Decree and particularly requiring the prevention of danger, the safety- and health-related duties prescribed by the Presidential Decree, such as special education for employees involved in such work, shall be performed additionally.
- (2) An employer shall, if having the supervisor prescribed in paragraph (1), be considered to have the manager and the person in charge of safety management under Article 26-3 (1) 2 and 3 of the Construction Technology Management Act.
- (3) The work to be carried out by a supervisor pursuant to Article 14 (1) of the Act shall be as follows:
 1. Safety and health check on, and identification of problems with, machines and equipment or facilities related to work(hereinafter referred to as "the work concerned") which the supervisor oversees or supervises in the workplace;

2. Check on the work clothes, personal protective equipment and protective devices of workers under the control of the supervisor, and education and instruction on the wearing and use of them;
 3. Reporting of industrial accidents arising from the work concerned, and emergency measures in response to such accidents;
 4. Arrangement and keeping in order of things at the work site involving the work concerned, and confirmation and inspection to secure passage;
 5. Cooperation in guidance and advice of the occupational physician, safety manager (in case of a workplace which entrusts the work of the safety manager to a safety management service institution pursuant to Article 15 (4) of the Act, the person in the safety management service institution, who is in charge of the work concerned) and health manager (in case of a workplace which entrusts the work of the health manager to a health management service institution pursuant to Article 16 (3) of the Act, the person in the health management service institution, who is in charge of the workplace concerned); and
 6. Other matters concerning the safety and health of the work concerned and determined by the Minister of Employment and Labor
- (4) An employer shall give the authority necessary for performing the work referred to in paragraph (1) to the supervisor, and provide facilities, equipment, budgets and other necessary support for him/her to carry out the work.
- (5) "Work prescribed by the Presidential Decree" in the proviso of Article 14 (1) of the Act is shown in Table 2.
- (6) The term "safety- and health-related duties prescribed by the Presidential Decree, such as special education for employees involved in such work" in Article 14 (1) of the Act refer to duties described in any of the following subparagraphs:
1. Safety-related education among special education provided pursuant to Article 31 (3) of the Act when an employer employs workers for harmful or hazardous work;
 2. Performance tests on the safety of harmful or hazardous machines, etc., under Article 36-2 (1) of the Act (limited to cases where the supervisor is any of the persons referred to in Article 36-2 (2) of the Act); and
 3. Other duties to prevent any harm or hazards that might be caused, in nature, by the work concerned, and determined and announced by the Minister of Employment and

Labor

2) Qualifications

No limit

3) Training Hours

Initial training	Refresher training
16 hours or more per year	Per year

4) Training Subject

Initial training
<ul style="list-style-type: none"> ○ Matters concerning the harms and hazards of work processes and measures to prevent accidents ○ Matters concerning standard safe work methods and supervisory instructions ○ Matters concerning the roles and duties of supervisors ○ Matters concerning occupational health and occupational disease prevention ○ Matters concerning the management of harmful and hazardous work environments ○ Matters concerning the Occupational Safety and Health Act and general management

3. Safety Manager

1) Responsibilities & Duties

- (1) An employer shall assign a safety manager at the workplace to assist the employer or the safety and health manager in technical matters concerning safety among the matters referred to in each subparagraph of Article 13 (1), and to instruct and advise the supervisor on such matters.
- (2) The category and scale of the business to which a safety manager is to be assigned, the number, qualifications, duties, powers and method of appointment of a safety manager, and other necessary matters shall be prescribed by the Presidential Decree.
- (3) If it is deemed necessary for the prevention of industrial accidents, the Minister of Employment and Labor may appoint more than the fixed number of safety managers, or order a safety manager to be replaced.

- (4) The owner of a business falling in the category and scale as prescribed by the Presidential Decree may entrust the duties of a safety manager to a professional institution (hereinafter referred to as the "safety management service institution") to perform the safety management measures designated by the Minister of Labor.
- (5) Matters concerning the requirements and procedures for designating a safety management service institution shall be prescribed by the Presidential Decree and other necessary matters concerning the performance standard and service areas of a safety management service institution shall be prescribed by the Ordinance of the Ministry of Labor.
- (6) Duties which shall be performed by a safety manager pursuant to Article 15 (2) of the Act shall be as follows
 1. Duties deliberated and determined by the Occupational Safety and Health Committee under Article 19 (1) of the Act, and a labor-management consultative body on safety and health under Article 29-2 (1) of the Act and duties prescribed by the safety and health management regulations (hereinafter referred to as the "safety and health management regulations") and the employment rules of the workplace concerned pursuant to Article 20 (1) of the Act;
 2. Selection of qualified products when purchasing machines, instruments, etc., subject to mandatory safety certification (hereinafter referred to as "machines, instruments, etc., subject to mandatory safety certification") under Article 34 (2) of the Act and machines, instruments, etc., subject to self safety check (hereinafter referred to as "machines, instruments, etc., subject to self safety check") under Article 35 (1) of the Act;
 3. Establishment and implementation of safety education plans of the workplace concerned;
 4. Routine inspection of the workplace concerned, provision of guidance, and recommendation of measures;
 5. Investigation into the causes of industrial accidents and provision of technical guidance and advice to prevent accidents from recurring;
 6. Provision of guidance and advice (restricted to safety sector) for maintaining and managing statistics relating to industrial accidents;
 7. Recommendation of measures for workers who violate the Act or any order under

the Act, the safety and health management regulations and safety-related provisions in the employment rules; and

8. Other safety-related matters determined by the Minister of Labor.

(7) When an employer appoints a safety manager, he/she shall take into account the work arrangements of the workplace concerned, such as overtime work, night work, holiday work, etc.

(8) Article 10 (2) shall apply mutatis mutandis to safety managers

2) Qualifications

Any person having the qualifications for a safety manager is as set forth in the following items.

1. Occupational Safety Consultant under OSH Act 52 (2) 1
2. Any person having the qualifications for Industrial safety engineer under the National Technical Qualification Act
3. Any person having the qualifications for Industrial safety industrial engineer under the National Technical Qualification Act
4. Any person having the qualifications for Construction safety engineer under the National Technical Qualification Act
5. Any person having the qualifications for Construction safety industrial engineer under the National Technical Qualification Act
6. Any person having the graduate certificate for studying and major in related industrial safety more than 4 years in colleges under Higher Education Act or equivalent level
7. Any person having the graduate certificate for studying and major in related industrial safety in vocational or technical colleges under Higher Education Act.
8. Any person having the Supervisor's experience of the field more than 3 years (In case of construction sector, any person having the experience of the construction practice) as any person having the graduate certificate in engineering lecture of colleges or equivalent level under Higher Education Act. The person have to receive an education from institute which is nominated by the Ministry of Employment and Labour.

9. Any person having the Supervisor's experience of the field more than 5 years (In case of construction sector, any person having the experience of the construction practice) as any person having the graduate certificate in engineering lecture of colleges or equivalent level under Elementary-Middle Education Act. The person have to receive an education from institute which is nominated by the Ministry of Employment and Labour.
10. Any person having the eligible to Safety Manager under Addenda 3 of OSH Act (Presidential Decree No. 11886)
11. Any person having the qualifications from other National Act, High-Pressure Gas Safety Control Act, LPG Safety Control and Business Act, LNG Business Act, Traffic Safety Act, Electric Utility Act, The Control Act of firearms, Swords and Explosives, etc.

3) Training Hours

Initial training	Refresher training
34 hours or more	24 hours or more

4) Training Subjects

Initial training	Refresher training
<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws ○ Matters concerning an overview of occupational health issues ○ Matters concerning ergonomics and industrial psychology ○ Matters concerning safety training methods ○ Matters concerning first aid treatment in the event of accidents ○ Matters concerning techniques for safety checks and evaluation and accident analysis ○ Matters concerning safety standards, PPE and accident prevention practice in each field ○ Matters concerning standards for the recognition and use of funds for occupational safety and health management ○ Matters concerning work environment improvements and industrial hygiene (including hygiene and protective equipment) 	<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws and policies ○ Matters concerning the establishment, assessment and practice of safety management plans and safety and health improvement plans ○ Matters concerning the practice of implementing safety and health training programs and zero accident campaigns ○ Matters concerning standards for the use of funds for occupational safety and health management and methods for using the same ○ Matters concerning the practice of research on cases of accidents and improvements by field ○ Matters concerning workplace safety improvement techniques ○ Other matters necessary to enhance the job performance of safety managers

<ul style="list-style-type: none"> ○ Matters concerning techniques and practice for staging a zero accident campaign ○ Other matters necessary to enhance the job performance of safety managers 	
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4. Health Manager

1) Responsibilities & Duties

- (1) An employer shall assign a health manager in the workplace to assist the employer or the safety and health manager in technical matters concerning health among the matters referred to in each subparagraph of Article 13 (1), and to instruct and advise the supervisor on such matters.
- (2) The category and scale of the business to which a health manager is to be assigned, the number, qualifications, duties, powers and method of appointment of a health manager, and other necessary matters shall be prescribed by the Presidential Decree.
- (3) Article 15 (3) through (5) and Articles 15-2 and 15-3 shall apply mutatis mutandis to a health manager.
- (4) Duties which shall be performed by a health manager pursuant to Article 16 (2) of the Act shall be as follows:
 1. Duties deliberated and determined by the Occupational Safety and Health Committee pursuant to Article 19 (1) of the Act and duties prescribed in the safety and health regulations and employment rules;
 2. Work management to prevent health problems under Article 24 (1) 5 of the Act;
 3. Selection of qualified products when purchasing health related protective equipment among machines, instruments, etc., subject to mandatory safety certification and machines, instruments, etc., subject to self safety check;
 4. Posting or keeping of materials safety data sheets(MSDS) prepared under Article 41 of the Act;
 5. Duties of an occupational physician prescribed in Article 22 (1) (limited to the case where the health manager is a person falling under subparagraph 1 in Table 6);
 6. Health management and education and provision of guidance on health promotion for workers;
 7. Medical-care activities falling under any of the following items, which are aimed at protecting workers of the workplace concerned (limited to the case where the health

manager falls under subparagraph 1 or 2 in Table 6):

- (a) Treatment of a patient with frequently-occurring injuries, such as external wounds;
 - (b) Treatment of a person who requires emergency treatment;
 - (c) Treatment to prevent the worsening of an injury or a disease;
 - (d) Medical-care guidance and management for a person who has been found to have a disease after a health examination; and
 - (e) Prescription of medicines required by the medical-care activities prescribed in (a) through (d);
8. Inspection of facilities, such as a general ventilation system and local exhaust ventilation system used in the workplace, and technical improvement and guidance of working methods (limited to the case where the health manager falls under any of subparagraphs 3 through subparagraph 7 in Table 6);
 9. Routine inspection of the workplace, provision of guidance and recommendation of measures;
 10. Investigation into the causes of work-related diseases and establishment of countermeasures;
 11. Provision of guidance and advice (limited to health field) for maintaining and managing industrial accident statistics;
 12. Recommendation of measures for workers who violate the Act or any order under the Act, or the safety and health management regulations and health-related provisions in the employment rules; and
 13. Other matters related to work management and work environment management (2)
- Article 10 (2) and Article 13 (2) shall apply mutatis mutandis to health managers. In such case, the facilities and equipment to be provided to the health manager shall be prescribed by the Ordinance of the Ministry of Employment and Labor.

2) Qualifications

1. Doctor under the Medical Service Act.
2. Nurse under the Medical Service Act.
3. Industrial hygiene consultant under OSH Act 52 (2) 2

4. Any person having a certification for industrial hygiene control engineer or Environmental Control engineer (only for the field of atmosphere) under the National Qualification Act.
5. Any person having a certification for industrial hygiene control industrial engineer or Environmental Control industrial engineer (only for the field of atmosphere) under the National Qualification Act.
6. Any person having a graduate certificate for the field of industrial hygiene or industrial health at vocational college or equivalent level under the Higher Education Act.
7. Any person having a complete certificate for the field of industrial health hygiene at vocational college or equivalent level under the Higher Education Act and having more than 12 credits at the field of industrial health hygiene.

3) Training Hours

Initial training	Refresher training
34 hours or more	24 hours or more

4) Training Subjects

Initial training	Refresher training
<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws and work environment monitoring ○ Matters concerning an overview of occupational safety and health issues ○ Matters concerning the establishment and assessment of occupational health management plans and occupational epidemiology ○ Matters concerning the work environment and the prevention of occupational disease ○ Matters concerning work environment improvements (noise, dust, harmful substances subject to control, 	<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws and policies and working environment management ○ Matters concerning instructions for establishing and assessing occupational health management plans and providing safety and health training ○ Matters concerning the enhancement of worker health and the management of emergency patients ○ Matters concerning industrial hygiene and ventilation ○ Matters concerning research on occupational disease cases ○ Matters concerning the management of

<p>hazardous rays etc.)</p> <ul style="list-style-type: none"> ○ Matters concerning industrial epidemiology and statistics ○ Matters concerning industrial ventilation ○ Matters concerning safety and health management systems and regulations and the roles of health managers ○ Matters concerning health management plans and the operation thereof ○ Matters concerning worker health management and first aid treatment ○ Other matters necessary to enhance the job performance of health managers 	<p>work environments by hazardous substances</p> <ul style="list-style-type: none"> ○ Other matters necessary to enhance the job performance of health managers
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5. Occupational Physician

1) Responsibilities & Duties

- (1) An employer shall assign an occupational physician to the workplace for the purpose of guiding the health management of workers and other duties of the health manager, except in case where the assigned health manager is a doctor.
 - (2) The category and scale of the business to which an occupational physician is to be assigned, the qualifications, duties, powers and method of appointment of an occupational physician, and other necessary matters shall be prescribed by the Presidential Decree.
 - (3) The duties of the occupational physician referred to in Article 17 (2) of the Act shall be as follows
 1. Review of the results of the health examination under Article 43 of the Act and taking of health protection measures for workers, such as work assignment and transfer, working hour reduction, etc., on the basis of the results;
 2. Investigation into the causes of workers' health problems and taking of medical measures to prevent recurrence of such problems.
 3. Other necessary medical measures determined by the Minister of Employment and labor to maintain and improve workers' health.
- (2) An employer shall give the occupational physician the authority necessary for carrying out the duties referred to in paragraph (1).

2) Qualifications

The qualifications of the occupational physician referred to in Article 17 (2) of the Act shall be a medical doctor under the Medical Services Act, who is an industrial medicine doctor or a preventive medicine doctor or has academic knowledge and experience in industrial health.

3) Training Hours

Not mentioned.

4) Training Subjects

Not mentioned.

6. General safety and Health Manager

1) Responsibilities & Duties

- (1) An employer of a business a part of which is carried out under a contract at the same place, and which is prescribed by the Presidential Decree shall designate the safety and health manager for the business as the general safety and health manager in order to generally manage and control work aimed at preventing industrial accidents that might occur when workers employed by the employer and workers employed by his/her contractor (including subcontractors; hereinafter the same shall apply) work together at the same place. In this case, an employer whose business is not required to assign a safety and health manager shall designate the person who generally manage and control the business in the workplace as the general safety and health manager.
- (2) If the general safety and health manager is designated pursuant to paragraph (1), the general safety manager prescribed in Article 26-3 (1) 1 of the Construction Technology Management Act shall be deemed to be designated.
- (3) The duties and powers of a general safety and health manager and other necessary matters shall be prescribed by the Presidential Decree.

- (4) The duties of the general safety and health manager prescribed in Article 18 (3) of the Act shall be as follows
1. Suspension and resumption of work under Article 26 of the Act;
 2. Safety and health measures in case of contracted business under Article 29 (1) of the Act;
 3. Supervision on the spending of occupational safety and health management expenses by a contractor under Article 30 of the Act, and consultation and coordination between contractors on the use of the expenses ; and
 4. Check on whether machines, instruments, etc., subject to mandatory safety certification and machines, instruments, etc., subject to self safety check are used.
- (5) Article 22 (2) shall apply mutatis mutandis to general safety and health managers.

2) Qualifications

No limit.

3) Training Hours

Not mentioned.

4) Training Subjects

Not mentioned.

III. Education and Training System

1. Safety and Health Education(In-house education)

1) Definition

- (1) An employer shall periodically provide safety and health education for workers in the workplace under such conditions as prescribed by the Ordinance of the Ministry of Employment and Labor.
- (2) When hiring workers, and when changing the contents of work, an employer shall provide he workers concerned with safety and health education related to the work under such conditions as prescribed by the Ordinance of the Ministry

of Employment and Labor.

- (3) When an employer employs workers for harmful or hazardous work, he/she shall provide special safety and health education related to the work under such conditions as prescribed by the Ordinance of the Ministry of Labor.
- (4) An employer may entrust the safety and health education referred to in paragraphs (1) through (3) to a special institution equipped with manpower, facilities and equipment necessary for such education and designated by the Minister of Labor.

2) Qualifications

The persons who are permitted to deliver training courses if the employer provides its workers with in-house safety and health training under the provisions of Articles 31 (1) through 31 (3) shall be any of the following persons:

1. safety and health managers, supervisors, safety managers (including employees of the safety management service provider), health managers (including employees of the health management service provider), and occupational physicians as set forth in the provisions of Articles 13 through 17 of the Act;
2. any person who has completed an instructor training course for the applicable sector as provided by the Agency;
3. any occupational safety consultant or occupational hygiene consultant; or
4. any person having academic knowledge and professional experience with occupational safety and health who meets such standards as prescribed by the Minister of Employment and Labor.

3) Training Hours

- (1) The training hours to be provided by the employer for its workers under the provisions of Articles 31 (1) through 31 (3) shall be as set forth in Table 8, and the content of the training as set forth in Table 8-2.
- (2) The Minister of Employment and Labor shall prescribe and publish methods for the training under paragraph (1) and any other matters necessary for the

training.

Training Course	Trainees		Training Hours
Periodic training	Workers holding office positions		One hour or more per month or three hours or more per quarter
	Workers not holding office positions	Workers engaged in front line sales activities	One hour or more per month or three hours or more per quarter
		Workers engaged in any work as set forth in subparagraph 1 d of Table 8-2	Two hours or more per month
		Workers engaged in any work other than sales activities or work as set forth in subparagraph 1 d of Table 8-2	Two hours or more per month or six hours or more per quarter
	Persons holding managerial and supervisory positions		Eight hours or more per half year or sixteen hours or more per year
Training provided upon hiring	Casual workers		One hour or more
	Workers other than casual workers		Eight hours or more
Training provided upon changes in work activities	Casual workers		One hour or more
	Workers other than casual workers		Two hours or more
Special training	Casual workers engaged in any work as set forth in subparagraph 1 d of Table 8-2		Two hours or more
	Workers other than those engaged in any work as set forth in subparagraph 1 d of Table 8-2		Sixteen hours or more Two hours or more for any short-term intermittent activities

4) Training Subjects

Attachment 1.

2. Education for Safety and Health managers, etc.

1) Definition

(1) A person falling under any of the following subparagraphs shall receive job competency education on safety and health (hereinafter referred to as "job competency education") to be conducted by the Minister of Labor:

1. A safety and health manager, safety manager under Article 15 and health manager under Article 16; and

2. A person engaged in a specialized institution providing guidance on accident prevention
- (2) Notwithstanding paragraph (1), the cases prescribed by the Ordinance of the Ministry of Employment and Labor, such as where education is received under other laws and regulations, may be exempted from all or part of job competency education.
- (3) Necessary matters concerning the time, contents and method of job competency education shall be prescribed by the Ordinance of the Ministry of Employment and Labor.

2) Qualification

- (1) Pursuant to Article 32 (1), any of the following persons shall complete such initial training course as may be necessary to perform one's duties within three months (or one year in the case of a health manager who is also a physician) days of appointment (or commission; hereinafter the same shall apply) to the applicable position, and also complete such refresher training course in safety and health management responsibilities as provided by the Minister of Employment and Labor within a period starting three months after every second anniversary of the completion of the initial training and ending three months thereafter.
 1. safety and health managers;
 2. safety managers (including any persons deemed to have been hired as safety managers under Article 30 (3) of the Act on Special Measures for the Deregulation of Corporate Activities);
 3. health managers; and
 4. any persons providing consulting services as employed by accident prevention consulting organizations under Article 26-7 of the Decree.

3) Training hours & Subjects

The hours of initial and refresher training under paragraph (1) (hereinafter referred to as "job related training") shall be as set forth in Table 8, and the content thereof as set forth in Table 8-2.

4) Others

- (1) The Minister of Employment and Labor shall prescribe and publish such methods for group training, on-the-job training, Internet-based remote training etc. as may be necessary to provide job training as well as the manner of administration of job training providers and any other matters necessary for the training.
- (2) Any person intending to complete job training shall submit an application for a job training course in the form of Schedule 2 to the head of an organization retained to provide job training services under Article 47 (2) of the Decree (hereinafter referred to as a “job training provider”).
- (3) The head of a job training provider shall inform trainees of the date, time, place etc. of training no later than fifteen days prior to the first day of training.
- (4) If any person having completed job training leaves a workplace and then is newly appointed to a position at another workplace, such person shall be deemed to have completed a training course provided that a certificate of completion of the course completed prior to the change in employment is submitted at the time of filing a notice of appointment.
- (5) If the head of a job training provider intends to deliver job training, such head shall submit (either physically or by electronic means) a training program for a given year to the Minister of Employment and Labor for approval no later than December 31 of the immediately preceding year.

Attachment 1. Training Subjects of Safety and Health Education

[Table 8–2] <Amended Mar. 3, 2011>

Training content by trainee group

1. In-house safety and health training (referred to in Article 33 (1))

a. Periodic safety and health training for workers

Training subjects
<ul style="list-style-type: none"> ○ Matters concerning occupational safety and accident prevention ○ Matters concerning occupational health and occupational disease prevention ○ Matters concerning health promotion and disease prevention ○ Matters concerning the management of harmful and hazardous work environments ○ Matters concerning the Occupational Safety and Health Act and general management

b. Periodic safety and health training for supervisors

Training subjects
<ul style="list-style-type: none"> ○ Matters concerning the harms and hazards of work processes and measures to prevent accidents ○ Matters concerning standard safe work methods and supervisory instructions ○ Matters concerning the roles and duties of supervisors ○ Matters concerning occupational health and occupational disease prevention ○ Matters concerning the management of harmful and hazardous work environments ○ Matters concerning the Occupational Safety and Health Act and general management

c. Training provided upon hiring and changes in work activities

Training subjects
<ul style="list-style-type: none"> ○ Matters concerning hazards of machinery and apparatus, work sequence, and flow path patterns ○ Matters concerning checks made before starting work ○ Matters concerning housekeeping and cleaning ○ Matters concerning emergency measures in the event of accidents ○ Matters concerning occupational health and occupational disease prevention ○ Matters concerning material safety data sheets ○ Matters concerning the Occupational Safety and Health Act and general management

d. Training subjects by work for special safety and health trainees

Name of work	Training subjects
<Common subjects> Work as set forth in subparagraphs 1 through 38	As set forth in item c
<Uncommon subjects> 1. Work performed in plenum chambers(referring exclusively to work performed within a space or vertical shaft pressurized at positive	<ul style="list-style-type: none"> ○ Matters concerning the impact of high pressure hazards on the human body ○ Matters concerning work hours, methods and procedures ○ Matters concerning elementary knowledge of

pressure or using the caisson method or any other pneumatic methods)	<p>pneumatic methods and the use of PPE</p> <ul style="list-style-type: none"> ○ Matters concerning emergency measures in the event of abnormalities ○ Other matters necessary for safety and health management
2. Welding, cutting or heating of metal objects using acetylene torches or propane/acetylene cylinder manifolds(exclusively referring to welding torches and manifolds consisting of cylinders, pipes etc.)	<ul style="list-style-type: none"> ○ Matters concerning the hazard of welding fume, dust, hazard rays etc. ○ Matters concerning the checking of the gas torch, pressure regulator, hose, torch head etc. ○ Matters concerning the work method and sequence and first aid treatment ○ Matters concerning the handling of safety devices and PPE ○ Other matters necessary for safety and health management
3. Welding work in a confined space(referring to a tank or a limited space with very poor ventilation) or electrical welding in a humid space	<ul style="list-style-type: none"> ○ Matters concerning the work sequence, safe work method and regulations ○ Matters concerning ventilation equipment ○ Matters concerning the prevention of electric shocks and the use of PPE ○ Matters concerning first aid measures in the event of asphyxiation ○ Matters concerning the checking of the work environment ○ Other matters necessary for safety and health management
4. Work manufacturing or handling (other than handling for testing or research purposes) explosive, water-reactive, self-reactive or self-heating substances, pyrophoric liquids and solids, and flammable liquids	<ul style="list-style-type: none"> ○ Matters concerning the property or state of explosive, water-reactive, self-reactive or self-heating substances, pyrophoric liquids and solids, and flammable liquids ○ Matters concerning explosion limits, ignition temperatures, and flash points ○ Matters concerning handling methods and safety regulations ○ Matters concerning emergency measures and evacuation instructions upon discovery of abnormalities ○ Matters concerning the prevention of such hazards as fire, static electricity, impact, spontaneous combustion etc. ○ Matters concerning work sequence, handling precautions, protective distances etc. ○ Other matters necessary for safety and health management
5. Work handling devices generating liquefied petroleum gas, hydrogen gas or any other flammable or explosive gases	<ul style="list-style-type: none"> ○ Matters concerning the state and property of gases ○ Matters concerning the prevention of hazards of gas generating devices ○ Matters concerning equipment containing pressurized gas and safe handling methods ○ Instructions for checking equipment and apparatus ○ Other matters necessary for safety and health management
6. Work using and cleaning	<ul style="list-style-type: none"> ○ Matters concerning the handling and precautions

chemical reactors, agitators and extractors	<ul style="list-style-type: none"> for each measuring device ○ Matters concerning the checking of the viewing window, liquid level, flow meter etc. and precautions for operating the valve ○ Matters concerning the hazard of cleaning liquids and their impact on the human body ○ Matters concerning work procedures ○ Other matters necessary for safety and health management
7. In-tank work on chemical equipment	<ul style="list-style-type: none"> ○ Matters concerning the checking of shutoff devices, emergency stop devices and valve switches ○ Matters concerning the measuring of oxygen concentration and the work environment in the tank ○ Matters concerning PPE and first-aid measures upon discovery of abnormalities ○ Matters concerning work procedures and methods and harms and hazards ○ Other matters necessary for safety and health management
8. Work performed inside a hopper, warehouse or storage tank containing powder, raw materials etc.	<ul style="list-style-type: none"> ○ Matters concerning the impact of the powder and raw materials on the human body ○ Matters concerning work performed inside storage tanks and the use of clothing and PPE ○ Matters concerning work assignment, methods, sequence and the checking of work environments ○ Matters concerning the operation and handling of fans and other ventilation equipment ○ Matters concerning the explosion of powder ○ Other matters necessary for safety and health management
9. The use of the following equipment to heat or dry materials: <ul style="list-style-type: none"> a. drying equipment for hazardous materials whose capacity is 1 cubic meter or more; or b. drying equipment for other materials than as set forth in item a using fuel(only where the maximum fuel consumption is 10kilograms or more per hour) or electric power(only where the rated power consumption is 10kilowatts or more) as a heat source 	<ul style="list-style-type: none"> ○ Matters concerning the checking of the inside and outside of drying equipment and the functioning thereof ○ Matters concerning the use of clothing and PPE ○ Matters concerning the impact of the hazardous gas, heat etc. generated in drying operations on the human body ○ Matters concerning the prevention of fires and explosions caused by drying equipment
10. The assembly, dismantling, modification or repair of a yarder(referring to a powered piece of equipment that consists of a grapple, cables, a boom and other objects appurtenant thereto and is used to lift or fly logs,	<ul style="list-style-type: none"> ○ Matters concerning the checking of brakes and emergency stop devices of machinery, transport routes and a range of functions ○ Matters concerning work methods and preparations made before starting work ○ Matters concerning the harms and hazards of the objects to handle ○ Matters concerning emergency measures in the

<p>firewood and charcoal) as set forth in the following items and the use of such equipment to log or transport the same:</p> <ol style="list-style-type: none"> The rated power of the engine exceeds 7.5kilowatts. The total diagonal span is 350meters or more. The maximum load capacity is 200kilograms or more. 	<p>event of structural abnormalities</p> <ul style="list-style-type: none"> ○ Other matters necessary for safety and health management
<p>11. The use of powered mechanical presses at any workplace having five or more of such presses</p>	<ul style="list-style-type: none"> ○ Matters concerning the characteristics and hazards of presses ○ Matters concerning the types and handling of protective devices ○ Matters concerning safe work methods ○ Matters concerning the safety standards for presses ○ Other matters necessary for safety and health management
<p>12. The use of woodworking machines(exclusively referring to circular sawing machines, band sawing machines, planing machines, chamfering machines and routers and excluding portable equipment) at any workplace having five or more of such machines</p>	<ul style="list-style-type: none"> ○ Matters concerning the characteristics and hazards of woodworking machines ○ Matters concerning the types, structure, and handling of protective devices ○ Matters concerning safety standards ○ Matters concerning safe work methods and the handling of wood ○ Other matters necessary for safety and health management
<p>13. The use of transport and loading machines at any workplace having five or more of such machines</p>	<ul style="list-style-type: none"> ○ Matters concerning the checking of transport and loading machines and related accessories ○ Matters concerning work sequence and methods ○ Matters concerning safe operating methods ○ Matters concerning the handling of freight and work signals ○ Other matters necessary for safety and health management
<p>14. The use of a crane whose capacity is 1ton or more, or the use of cranes and hoists whose capacity is less than 1ton at any workplace having five or more of such machines</p>	<ul style="list-style-type: none"> ○ Matters concerning the types, functions, and handling of protective devices ○ Matters concerning the checking of hooks, wire ropes, emergency stop devices and other parts of machinery and apparatus ○ Matters concerning the handling of freight and work methods ○ Matters concerning signaling methods and collaborative work ○ Other matters necessary for safety and health management
<p>15. The use of construction lifts and gondola lifts</p>	<ul style="list-style-type: none"> ○ Matters concerning the functions and use of protective devices ○ Matters concerning the checking of machinery, apparatus, hanging chains, wires etc. ○ Matters concerning the methods for lifting or lowering freight, and consulting on safe work ○ Matters concerning the characteristics and operational principles of machinery and apparatus

	<ul style="list-style-type: none"> ○ Matters concerning signaling methods and collaborative work ○ Other matters necessary for safety and health management
16. Casting and forging	<ul style="list-style-type: none"> ○ Matters concerning the properties of hot materials and the work environment ○ Matters concerning the break-out, casting, and other handling of hot materials, and safe work methods ○ Matters concerning the harms and hazards of handling of hot materials and the use of PPE ○ Matters concerning safety standards and the handling of heavy materials ○ Other matters necessary for safety and health management
17. Work performed with the power shut off or live-line work where the voltage is 75volts or more	<ul style="list-style-type: none"> ○ Matters concerning the hazard of electricity and the prevention of electric shocks ○ Matters concerning the maintenance and checking of the applicable equipment ○ Matters concerning safe work methods and sequence for live-line work and work performed with the power shut off ○ Matters concerning insulating PPE, the use of insulating PPE and apparatus used for live-line work etc. ○ Other matters necessary for safety and health management
18. Breaking work using concrete breakers(exclusively referring to the breaking of structures that are 2meters tall or taller)	<ul style="list-style-type: none"> ○ Matters concerning the dismantling of concrete structures and protective distances ○ Matters concerning safe work measures and safety standards ○ Matters concerning the operation of concrete breakers and common work signals ○ Matters concerning PPE and other protective equipment ○ Other matters necessary for safety and health management
19. Ground excavation(excluding the excavation of any shafts other than tunnels and vertical shafts) where the height of the excavation face is 2meters or more	<ul style="list-style-type: none"> ○ Matters concerning the types and structure of ground and excavation instructions ○ Matters concerning the prevention of cave-in accidents ○ Matters concerning the installation of structures and work methods to prevent cave-ins ○ Matters concerning the types and use of PPE ○ Other matters necessary for safety and health management
20. The reinforcement of sheathing timbering or the installation or dismantling of timbering	<ul style="list-style-type: none"> ○ Matters concerning instructions and methods for checking for work safety ○ Matters concerning safe work in transporting, handling and installing timbering ○ Matters concerning the sequence of dismantling and substance standards therefor ○ Matters concerning the handling and use of PPE ○ Other matters necessary for safety and health management
21. Excavation work performed in a tunnel(excluding any	<ul style="list-style-type: none"> ○ Matters concerning instructions and methods for checking of work environments

excavation work using excavation machines where workers do not approach blades) or the assembly of tunnel shoring or concrete work	<ul style="list-style-type: none"> ○ Matters concerning the installation of structures and safe work methods to prevent cave-ins ○ Matters concerning safety standards for the transportation, handling and installation of materials ○ Matters concerning the types and use of PPE ○ Matters concerning places where fire extinguishing equipment is installed and the use thereof ○ Other matters necessary for safety and health management
22. Excavation of rocks where the height of the excavation face is 2meters or more	<ul style="list-style-type: none"> ○ Matters concerning instructions for handling explosives and evacuating ○ Matters concerning safe distances and safety standards ○ Matters concerning the installation of and standards for guards ○ Matters concerning PPE and signaling methods ○ Other matters necessary for safety and health management
23. The stacking or collapsing of objects whose height is 2meters or more(excluding any work performed using loading machines only)	<ul style="list-style-type: none"> ○ Matters concerning methods and instructions for handling raw and subsidiary materials ○ Matters concerning hazards of objects and the prevention of fall and collapse accidents ○ Matters concerning staking methods and the prevention of toppling over ○ Matters concerning the use of PPE ○ Other matters necessary for safety and health management
24. The stacking, unloading or moving of cargoes on, in or off a ship	<ul style="list-style-type: none"> ○ Matters concerning methods for operating stevedoring machinery and apparatus ○ Matters concerning safe work methods and standards for moving and conveying routes ○ Matters concerning instructions for handling heavy objects and signaling instructions ○ Matters concerning work safety checks and the handling of PPE ○ Other matters necessary for safety and health management
25. The assembly or dismantling of form timbering	<ul style="list-style-type: none"> ○ Matters concerning methods and procedures for assembling timbering ○ Matters concerning methods for handling materials to be assembled, and installation standards ○ Matters concerning the prevention of accidents in assembling or dismantling ○ Matters concerning the use and checking of PPE ○ Other matters necessary for safety and health management
26. The assembly, dismantling, or modification of scaffolding	<ul style="list-style-type: none"> ○ Matters concerning sequence and methods for assembling scaffolds ○ Matters concerning the handling and installation of materials for scaffolding work ○ Matters concerning the prevention of fall accidents ○ Matters concerning the use of PPE

	<ul style="list-style-type: none"> ○ Matters concerning the maximum load for any work performed on scaffolds ○ Other matters necessary for safety and health management
27. The assembly, dismantling or modification of the structural frames of buildings, the upper structures of bridges, or towers that consist of metal members(only where the length is 5meters or more)	<ul style="list-style-type: none"> ○ Matters concerning erection and installation sequence for shoring timber ○ Matters concerning fall accidents and hazardous factors in assembly and dismantling ○ Matters concerning methods for operating erecting machines and exchanging work signals ○ Matters concerning the use of safety equipment and dismantling sequence ○ Other matters necessary for safety and health management
28. The assembly of structural members of a wood building where the eaves height is 5meters or more, or installation thereof under the roof or façade of a building	<ul style="list-style-type: none"> ○ Matters concerning the prevention of collapse, falls and other accidents ○ Matters concerning the strength, material and characteristics of members ○ Matters concerning assembly and installation sequence and safe work methods ○ Matters concerning the use of PPE and checks necessary for work ○ Other matters necessary for safety and health management
29. The dismantling or destruction of a man-made concrete structure(only where its height is 2meters or more)	<ul style="list-style-type: none"> ○ Matters concerning the concrete dismantling machines ○ Matters concerning save distances and evacuation instructions in destroying structures ○ Matters concerning work methods and sequence and signaling methods ○ Matters concerning work safety standards and PPE in dismantling and destroying structures ○ Other matters necessary for safety and health management
30. The installation(including jacking) and dismantling of tower cranes	<ul style="list-style-type: none"> ○ Matters concerning the prevention of collapse, falls and other accidents ○ Matters concerning installation and dismantling sequence and safe work methods ○ Matters concerning the structure, material and characteristics of members ○ Matters concerning signaling methods and instructions ○ Matters concerning emergency measures in the event of abnormalities ○ Other matters necessary for safety and health management
31. The installation and handling of boilers other than smaller boilers and any of the following boilers: a. Any steam boiler whose diameter is 750millimeters or less and length is 1,300millimeters or less	<ul style="list-style-type: none"> ○ Matters concerning the checking of the ignition detectors of machinery and apparatus ○ Matters concerning heat control and protective devices ○ Matters concerning work sequence and methods ○ Other matters necessary for safety and health management

<p>b. Any steam boiler whose heating surface is 3 square meters or less</p> <p>c. Any water boiler whose heating surface is 14 square meters or less</p> <p>d. Any once-through boiler whose heating surface is 30 square meters or less</p>	
<p>32. The installation and handling of pressure vessels where gauge pressure is 1kilogram per square centimeter</p>	<ul style="list-style-type: none"> ○ Matters concerning safety facilities and safety standards ○ Matters concerning the hazard of pressure vessels ○ Matters concerning standards for handling and installing vessels ○ Matters concerning methods and instructions for checking for work safety ○ Other matters necessary for safety and health management
<p>33. Any work related to radioactive operations(other than for medical and experimental purposes)</p>	<ul style="list-style-type: none"> ○ arms and hazards of radioactivity and its impact on the human body ○ Matters concerning the checking of radioactive ray measuring functions ○ Matters concerning protective distances, protective walls and instructions for handling radioactive materials ○ Matters concerning first aid treatment and the use of PPE ○ Other matters necessary for safety and health management
<p>34. Manhole work</p>	<ul style="list-style-type: none"> ○ Matters concerning safety checks of equipment and facilities ○ Matters concerning the measuring of oxygen concentration and the work environment ○ Matters concerning details of work, and safe work methods and procedures ○ Matters concerning the use of PPE and other protective equipment ○ Other matters necessary for safety and health management
<p>35. Work performed in a confined space</p>	<ul style="list-style-type: none"> ○ Matters concerning the measuring of oxygen concentration and the work environment ○ Matters concerning first aid treatment in the event of accidents and rescue in emergency ○ Matters concerning how to wear and use PPE ○ Matters concerning methods for working safely in a confined space ○ Other matters necessary for safety and health management
<p>36. The manufacturing or handling of harmful substances requiring permit or control</p>	<ul style="list-style-type: none"> ○ Matters concerning the property and state of the substance to be handled ○ Impact of the harmful substance on the human body ○ Matters concerning local ventilation devices and

	safety facilities ○ Matters concerning safe work methods and PPE use ○ Other matters necessary for safety and health management
37. Work performed using robots	○ Matters concerning the fundamental principles, structures and work methods for using robots ○ Matters concerning emergency measures in the event of abnormalities ○ Matters concerning safety facilities and safety standards ○ Matters concerning control methods and work sequence
38. Asbestos disposal and removal	○ The characteristics and hazard of asbestos ○ Matters concerning methods for disposing of and removing asbestos ○ Matters concerning the use of equipment and PPE ○ Other matters necessary for safety and health management

2. Subjects of training for safety and health managers et al. (referred to in Article 39 (2))

Trainees	Training subjects	
	Initial course	Refresher course
Safety and health managers	○ Matters concerning the responsibilities and duties of managers ○ Matters concerning occupational safety and health laws and safety and health measures	○ Matters concerning occupational safety and health policies ○ Matters concerning self-regulatory safety and health management
Safety managers	○ Matters concerning occupational safety and health laws ○ Matters concerning an overview of occupational health issues ○ Matters concerning ergonomics and industrial psychology ○ Matters concerning safety training methods ○ Matters concerning first aid treatment in the event of accidents ○ Matters concerning techniques for safety checks and evaluation and accident analysis ○ Matters concerning safety standards, PPE and accident prevention practice in each field ○ Matters concerning standards for the recognition and use of funds for occupational safety and health management ○ Matters concerning work environment improvements and	○ Matters concerning occupational safety and health laws and policies ○ Matters concerning the establishment, assessment and practice of safety management plans and safety and health improvement plans ○ Matters concerning the practice of implementing safety and health training programs and zero accident campaigns ○ Matters concerning standards for the use of funds for occupational safety and health management and methods for using the same ○ Matters concerning the practice of research on cases of accidents and improvements by field ○ Matters concerning workplace safety improvement techniques ○ Other matters necessary to enhance the job performance of safety managers

	<p>industrial hygiene (including hygiene and protective equipment)</p> <ul style="list-style-type: none"> ○ Matters concerning techniques and practice for staging a zero accident campaign ○ Other matters necessary to enhance the job performance of safety managers 	
Health managers	<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws and work environment monitoring ○ Matters concerning an overview of occupational safety and health issues ○ Matters concerning the establishment and assessment of occupational health management plans and occupational epidemiology ○ Matters concerning the work environment and the prevention of occupational disease ○ Matters concerning work environment improvements (noise, dust, harmful substances subject to control, hazardous rays etc.) ○ Matters concerning industrial epidemiology and statistics ○ Matters concerning industrial ventilation ○ Matters concerning safety and health management systems and regulations and the roles of health managers ○ Matters concerning health management plans and the operation thereof ○ Matters concerning worker health management and first aid treatment ○ Other matters necessary to enhance the job performance of health managers 	<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws and policies and working environment management ○ Matters concerning instructions for establishing and assessing occupational health management plans and providing safety and health training ○ Matters concerning the enhancement of worker health and the management of emergency patients ○ Matters concerning industrial hygiene and ventilation ○ Matters concerning research on occupational disease cases ○ Matters concerning the management of work environments by hazardous substances ○ Other matters necessary to enhance the job performance of health managers
Persons working for accident prevention consulting organizations		<ul style="list-style-type: none"> ○ Matters concerning occupational safety and health laws and policies ○ Matters concerning research on accident cases by field ○ Matters concerning the introduction of new work methods ○ Matters concerning the safety management of workplaces ○ Other matters necessary to enhance the job performance