



National Irish Safety Organisation

UPDATE!

SPRING

'07

NISO Regions - A Network For Members

President's message pg 2

National news pg 3-5

NISO news pg 6-7

Interview pg 8-9

Features pg 10-13

Case study pg 14

Helpline pg 15

Events diary pg 16



Message from the President, John O'Shaughnessy

In launching NISO UPDATE, we are adding a new development to the range of benefits that you receive as a member.

This new publication, to be published quarterly, is one of the many actions set down for implementation in the National Irish Safety Organisation's 2006 – 2008 Strategic Plan. I have every confidence in the capabilities of our Chief Executive, Pierce Martin, and the newly augmented professional team, to lead all the activities and planned developments of our new strategy.

NISO UPDATE will allow our organisation to communicate more effectively with its members, to bring them news updates and to inform them of the many activities happening within their local regional networks.

It will allow members to keep abreast of the initiatives planned in the new strategy, which is aimed at helping both small and large businesses to implement improved health and safety practices that are cost-effective and practical.

It is also a means by which new members can understand the work undertaken by NISO and the benefits it brings to their businesses in the area of health and safety.

Another of the initiatives the NISO Executive has targeted for 2007 is the upgrading of our Occupational and Health and Safety Foundation Course to an accredited HETAC Level 6 Certificate.

This is a natural development for a course in which 11,000 have participated to date throughout our Regions, with the resulting benefits to thousands of businesses the length and breadth of Ireland. The enhanced

course will be a vital resource for all businesses, enabling them to understand how they can manage their health and safety affairs efficiently and effectively.

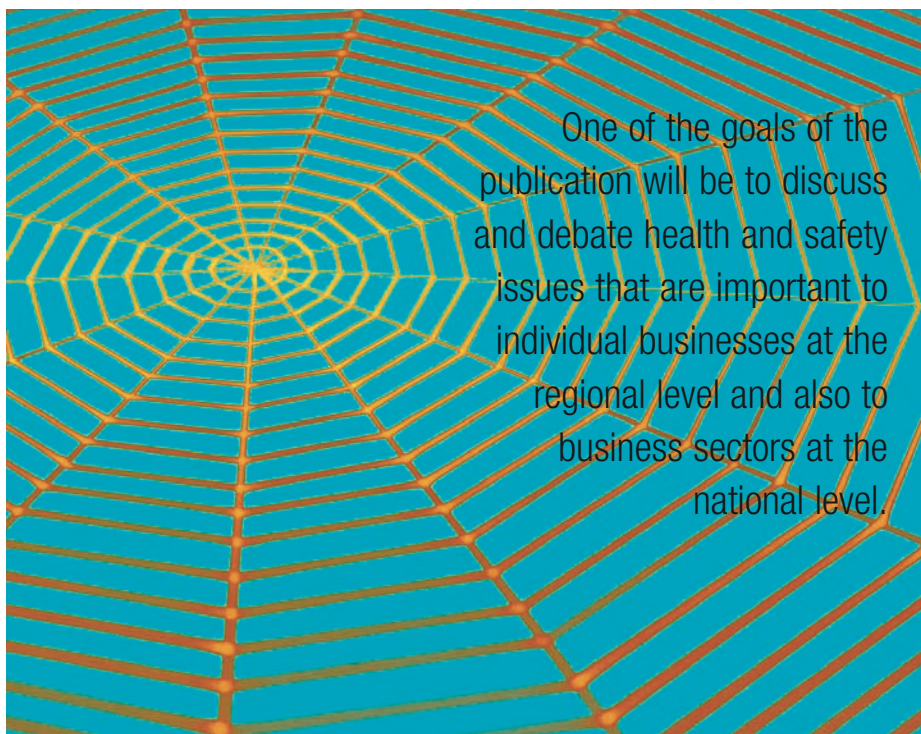
It is opportune that this new publication is launched in the 40th year of our collaboration and partnership with our colleagues in the Northern Ireland Safety Group. Both our organisations deliver professional services through strong local volunteer networks, so as to make workplaces North and South healthier and safer. We are working this year to build even closer ties between the two organisations across more activities.

As part of this, I am pleased to announce that we have already just finished reviewing and revamping our all-island Annual Occupational

Safety Awards to a set of new criteria, in keeping with the latest international standards. These are being implemented in this year's Awards. If you have not already entered the Awards, I encourage you to consider doing so this year.

One of the goals of the publication will be to discuss and debate health and safety issues that are important, both to individual businesses at the regional level and to business sectors at the national level. In helping us to achieve this goal, I am delighted that **NISO UPDATE** will be produced in partnership with the prestigious publisher, IRN Publishing.

I hope you enjoy the format of this new publication and I welcome your ongoing views and comments ■



NISO UPDATE! is issued by the National Irish Safety Organisation (NISO).

Material printed in **NISO UPDATE!** is not necessarily endorsed by the National Irish Safety Organisation.

Editorial enquiries to: The Editor, Pierce Martin, NISO
A11 Calmount Park, Calmount Avenue, Ballymount, Dublin 12
Tel: 01 465 9760 Fax: 01 465 9765 e-mail: info@niso.ie

Production & Design: IRN Publishing, 121-123 Ranelagh, Dublin 6. Tel: 497 2711

Printing: Tralee Printing Works.

HSA will carry out 16,000 workplace inspections

The Health & Safety Authority will carry out 16,000 workplace inspections during 2007.

The HSA's Draft *Programme of Work 2007*, which has been published on the Authority's website, www.hsa.ie, sets out the Authority's priorities for the year. 7,000 of the 16,000 inspections will be on construction sites. There will be 1,500 farm inspections, 500 mines and quarries inspections and 200 healthcare sector inspections.

In all, the Authority has set out detailed plans for nearly 10,000 sectoral inspections. While the Programme does not specify the number of manufacturing inspections planned, this sector always ranks high on the number of inspections carried out.

The Authority has identified a number of priority activities for inspection. There will be



1,100 chemical inspections and 1,200 inspections will be carried out on the storage and carriage of dangerous goods by road.

Two traditional dangers feature on the priority list: manual handling and slips, trips and falls. Among the newer issues featuring

on the list are inspections for bullying (100 in larger organisations) and vibration (50 inspections planned).

GUIDANCE

The other major area of activity for the HSA during 2007 will be publishing guidance. The Authority has already published guidelines to the Construction and Work at Height Regulations (*see pg4*). Later this year, it will publish guidelines for chief executives and directors on their responsibilities under health and safety legislation.

The Authority is working with local authorities on the publication of "a best practice safety management system for all local authorities". Following the successful launch of the Code of Practice for the agriculture sector, the HSA is planning to publish Codes of Practice for employers with three or fewer employees (including the employer) in the construction and fishing industries ■

REACH: major publicity campaign

The Health & Safety Authority has launched a major publicity campaign to raise awareness of the impending REACH Regulation, which will come into force on June 1st.

It is widely believed that the Regulation concerning the Registration, Evaluation and Authorisation of Chemicals (REACH) will have a major impact on workplaces. When the Regulation becomes law in June, the immediate impact on workplaces will be changes to Safety Data Sheets (SDS), which will have to be changed to conform with the requirements of the REACH Regulations and the Globally Harmonised System for chemicals, which will come into force internationally at about the same time. The other immediate impact of REACH will be the establishment of the European Chemicals Agency.

The Agency, to which the HSA will report, as the competent national authority, will be responsible for overseeing the registration, evaluation and authorisation of 30,000 chemicals. The process of registering will be spread over a period of 10 years, from June 2008, when pre-registration will begin, until June 2018. Initially, from June 2008, the manufacturers and suppliers of substances who place quantities in excess of 1,000 tonnes on the market will have to register.

As well as the implications for the manufacturers and suppliers of chemicals, REACH will impact on downstream users. Downstream users are those who are not manufacturers or importers and who use substances in the course of work activities, either on their own or in preparations. Distributors and consumers are not downstream users.

Later this year, with support from the HSA, NISO will be organising a series of seminars throughout the country to explain to employers and workers the implications of REACH ■

Driving as dangerous as mine working

Driving for a living can be as dangerous as working in a mine, according to NISO chief executive Pierce Martin.

Speaking to NISO Update, the chief executive said that "driving rates highly as a risk", he says. Making it clear that he was not commenting on any particular cases, Pierce Martin said every year there are a number work-related traffic accidents which have resulted in loss of life and personal injury to passengers and road users.

He says we need to reflect on the management of work-related driving and driving work practices. NISO is encouraging organisations to examine work practices, particularly long-established routines, and to make sure that they are tested periodically, to ensure they are robust ■

Violence at work: NISO urges action

Commenting on the recent European Foundation survey on European working conditions, NISO chief executive Pierce Martin believes the survey highlights a number of issues that should concern Irish management.

In particular, he says, the survey shows that “violence is a significant risk”. The survey, which covered working conditions in 31 European countries (all 25 states which were members of the EU in 2005 and six other countries) found that across Europe, 4% of workers are subject to threats of physical violence, bullying and harassment.

The report, which puts Ireland and Britain together in one group in relation to threats of violence and violence at work, shows that over 10% of workers in the two countries are subjected to threats of violence, while more than 8% are subjected to actual violence.

The survey also reveals high levels of bullying in Ireland. According to the survey, nearly 10% of men and 15% of women experience bullying at work.

Commenting on these figures, Pierce Martin says that tackling the issues of workplace bullying and violence must not just be left “to the front-line person”. If violence is a risk in the workplace, it is, he says, “management’s responsibility” to deal with the issue. There is, he adds, a need to

integrate prevention policies into management systems.

Pierce Martin says also that among the other issues highlighted in the report that Irish management needs to be aware of are the culture of long hours working and the problems associated with commuting to work ■



HSA guides to Construction and Work at Height Regulations

The Health & Safety Authority has published detailed guidance on two of the most significant sets of regulations published last year: the Construction Regulations and the Work at Height Regulations.

Speaking about the guidelines, the HSA's acting chief executive, Michael Henry, has said that they are “essentially a tool which

will help those in charge of construction projects to implement good health and safety practice”. Both guidelines are detailed documents and answer many of the questions that employers and their safety advisors have been asking about the interpretation of the regulations.

Both are practically orientated. For example, the Guidelines on the Construction Regulations include many useful case study examples, to explain the application of the regulations. The Guidelines on the Work at

Height Regulations include a very useful section on ladders.

The *Guidelines on the Procurement, Design and Management Requirements of the Safety, Health and Welfare at Work (Construction) Regulations 2006* and the *Guide to the Safety, Health and Welfare at Work (Work at Height) Regulations 2006* can be purchased from the HSA in hard copy (cost €20 and €15 respectively) or downloaded from the Authority's website, www.hsa.ie, by clicking on the link on the home page ■

Excavator quick hitches: HSA safety alert

The HSA has issued a safety alert warning of the dangers associated with the operation of excavators, particularly those fitted with a ‘quick hitch’ device.

Quick hitch devices are used on earth moving equipment, for the removal and attachment of

equipment such as buckets and rock breakers. These devices depend on positive hydraulic pressure and/or mechanical locks or safety pins to hold buckets and other attachments in place.

The HSA has issued the warning following a number of fatal and serious accidents in the construction industry in recent months, where excavator buckets became detached and fell onto workers.

Commenting on the issue, senior construction inspector Paula Gough said: “In a number of cases investigated by us, involving quick hitch devices, it was found that the safety pin had not been inserted and the bucket became detached from the quick hitch, striking a worker.”

The HSA states that where earthmoving equipment fitted with quick hitch devices is

(CONT ON PG 5 ►)

being operated on a site, there is a need to ensure a safe system of work is used, so that:

- no worker is allowed to work within reach of an excavator bucket or rock breaker
- mechanical locking pins are used correctly to prevent an uncontrolled release.

The Authority advises construction employers and plant operators to:

- 1) review operating procedures and inspection practices to ensure that quick hitch mechanisms, are used correctly and in line with the manufacturer's recommendations
- 2) review maintenance and inspection practices, to ensure that quick hitch mechanisms are maintained in a clean and fully serviceable condition
- 3) provide supervision, monitoring and checking, to ensure compliance with work procedures by workers and plant operatives ■

HSA advertises for new CEO

Following Tom Beegan's departure from the Health & Safety Authority, to take up a leading post in Canadian health and safety, the HSA has now advertised for a new chief executive.

The Authority is looking for an outstanding individual with a proven track record in leadership and motivation at a senior level in a multi-functional professional organisation.

The key competencies required for the role are strong leadership, strategic and managerial capabilities and outstanding influencing and communications skills. The person appointed will initially be based in Dublin, but will be expected to relocate to Thomastown, when the HSA's headquarters there are built.

The post carries a salary of up to €140,000, with the possibility of a 20% performance bonus. The person appointed will be offered a five-year contract.

The new chief executive, who will be the third since the Authority was established (the initial appointee, Tom Walsh, was known as the director general), will take up from where Tom Beegan left off after five years in the role.

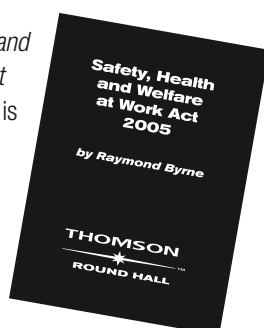
On his departure, Tom Beegan was described by NISO president John O'Shaughnessy as a committed activist for best health and safety practice. NISO is, the president said, "looking forward to continuing to build" its "strong relationship with the HSA" with Beegan's successor ■

New book on SHWW Act 2005

A new book by Raymond Byrne on the Safety, Health and Welfare at Work Act 2005 examines the Act by section, with explanatory notes after each section.

Byrne, who is acknowledged as Ireland's leading legal authority on health and safety law, explains the implications of each section of the Act in straightforward terms. As well as explaining the Act to readers, Byrne sets the Act in its historical and European context.

The Safety, Health and Welfare at Work Act 2005 (price €185) is published by Thompson Round Hall and can be ordered by phoning 01-6625301 ■



Easier reporting: AF2 form

The new *AF2 form*, which must be completed and returned to the HSA by project supervisors construction stage where projects are going to last longer than 30 days or 500 person days, is now available on the HSA website, www.hsa.ie ■

 Safety, Health and Welfare at Work (Construction) Regulations, 2006 Approved Form (AF 2) Regulation 22	
Particulars to be notified by Project Supervisor for the Construction Stage to the Health and Safety Authority before the construction work begins	
<small>NOTE: This form is to be used to notify the Health & Safety Authority of any project covered by the Safety, Health and Welfare at Work (Construction) Regulations 2006, which will last longer than 30 days or 500 person days. It can also be used to provide changes to initial notification of projects. Any day on which construction work is carried out (including holidays and weekends) should be counted, even if the work on that day is of short duration. A person day is one individual, including supervisors and specialists, carrying out construction work for one normal working shift. This Notification is to be made by Registered Post to HSA, Metropolitan Building, James Joyce Street, Dublin 1; or as may be directed by the Authority. The project supervisor for the construction stage shall clearly display on the construction site a copy of this form.</small>	
1 Client: Provide name, full address, telephone number and e-mail address for the Client. If more than one Client, please attach details of all Clients on a separate sheet.	
Name:	<input type="text"/>
Address:	<input type="text"/>
Telephone:	<input type="text"/>
E-Mail:	<input type="text"/>
2 Project Supervisor Design Process and Health & Safety Coordinator: Provide name, full address, telephone number and e-mail address for the PSDP and Health & Safety Coordinator for the Design Process.	
PSDP Name:	<input type="text"/>
H&S C. Name:	<input type="text"/>
Address:	<input type="text"/>
Address:	<input type="text"/>
Telephone:	<input type="text"/>
Telephone:	<input type="text"/>
E-Mail:	<input type="text"/>
E-Mail:	<input type="text"/>
3 Project Supervisor Construction Stage and Health & Safety Coordinator: Provide name, full address, telephone number and e-mail address for the PSCS and Health & Safety Coordinator for the Construction Stage.	
PSCS Name:	<input type="text"/>
H&S C. Name:	<input type="text"/>
Address:	<input type="text"/>
Address:	<input type="text"/>
Telephone:	<input type="text"/>
Telephone:	<input type="text"/>
E-Mail:	<input type="text"/>
E-Mail:	<input type="text"/>

NISO/NISG awards: setting international standards

The annual NISO/NISG awards scheme has recently been enhanced to capture the latest international standards and practices in health and safety management systems and procedures, according to NISO president John O'Shaughnessy.

The scheme has attracted increased numbers of entrants over the 16 years it has been in

operation. O'Shaughnessy, who was speaking in Limerick, at the launch of this year's award scheme, said another new feature is the prompt list, which contains details of what the adjudicators will be looking for.

Entry documents can be downloaded from the NISO website, www.niso.ie. The documentation includes detailed information on the marking scheme for the awards. Applications are considered on the basis of written submissions and while judges may visit premises, they will not necessarily do so ■

All Ireland industrial First Aid competition set for May 26th

The successful NISO Eastern Region workplace first aid competition is being rolled out nationally this year.

Speaking to NISO Update, James McConnell, who as chair of the Eastern Region was the driving force behind last year's competition

(won by Janssen Pharmaceutical), said this year's competition, which is being organised with the support of the national NISO organisation, will be held in Dublin, at the Local Authorities Training Centre in Ballycoolin, on May 26th.

There are four parts to the competition:

- an individual skills test

NISO AGM

The National Irish Safety Organisation's annual general meeting will be held in Dublin on April 17th.

In a change from the practice of recent years, the AGM will this year be held in Buswell's hotel in the centre of Dublin. Over the last few years, since NISO acquired its headquarters in Calmount Park, the AGM has been held there.

The venue, which is just across the road from Leinster House and just up the street from the Irish Insurance Federation's office, facilitates both the opportunity for the Minister for Labour Affairs, Tony Killeen, T.D., to address the meeting, which he will do and the holding of a joint press conference with the Irish Insurance Federation on developments in health and safety management systems ■

- team first aid
- a fire extinguisher test
- and a fun part: a stretcher-carrying competition.

Entries will be limited to 12 teams. The closing date for entries is May 1st. Entry forms are available from James McConnell, email james@nationalsafetycentre.ie ■

The NISO shop

New to the NISO website at www.niso.ie this month is a booking and payment facility for NISO safety training courses and safety products.

The NISO Shop allows people to search through all upcoming NISO training courses, seminars and workshops online and to proceed through to online booking and paying for the required number of places.

Safety products, including training props and CDs on up-to-date safety legislation, are also available to purchase. The on-line shop will, NISO chief executive Pierce Martin says,

"make us more efficient in the way we deliver our services".

This innovation provides another 'shop-front' for the safety organisation, allowing NISO members and non-members an opportunity to easily book a course or buy a safety product at any time from anywhere in the country. This reflects the need for an out-of-hours service



for customers and also the growing familiarity with online booking and purchasing systems among the general public.

Significant discounts on both training courses and safety products are offered to NISO members. Application for new NISO membership and renewal of existing NISO membership can also be made and paid for online. Payment, through a secure payment facility, can be made by credit card or debit card.

The NISO training courses cover a wide range of health & safety topics and up-to-date EU safety legislation. This online development enhances the standing of NISO as a one-stop-shop for safety training, advice and support.

Check it out at www.niso.ie ■

The NISO OSH Certificate Course: HETAC accreditation

One of NISO's key objectives will be achieved later this year when the National Irish Safety Organisation's Occupational Health and Safety Certificate course is formally accredited by HETAC.

Speaking to NISO Update, Liz Doyle-Fleming, the Organisation's training and development manager said, that the proposed HETAC approved course, which is currently being piloted in all the regions and at Calmount Park, has been developed with guidance from academic experts. When it is approved, the course, which is classified by HETAC as a 'Special Purposes Certificate' will be Level 6 HETAC award. As such it will meet the competency requirements set by the Safety, Health and Welfare at Work Act 2005 ■

National Safety Quiz

Teams from workplaces throughout the length and breadth of the island will gather in Tullamore later this month, for the chance to become the All-Ireland National Safety Quiz champions.

Now in its 35th year, the winners of the prestigious competition will win a perpetual trophy and valuable individual prizes.

This year's semi-finals and final will be held on March 24th at the Tullamore Court Hotel. Apart from the overall winner's prize, there will be prizes for novice entrants and previous entrants.

This year's quiz has seen the launch of the new Quiz Book. Speaking to NISO Update, Jim Jeffers, who chairs the Mid-West Region, described the new Quiz Book as "one of the best health and safety manuals". Another innovation this year, which was proposed by the national treasurer Jim Shaw, was that entry to the competition should be free ■

BREAKING NEWS!

Commenting on the latest ESRI study's findings that environmental laws and health and safety regulations impose some of the biggest burden on Irish companies NISO chief executive, Pierce Martin cautions on applying regulations in a 'one fits all manner'. 'This is where specific industry codes of practice and guidance play an important role' says Martin, 'they match the efficacy of the regulation with the industry-specific risk'. You get the best result when this is done well according to Martin achieving a cost-effective risk mitigation stopping workplace injury and ill-health balanced with an appropriate compliance cost. It also helps companies see the benefit of the regulation in terms of its effect.

Proposed Bullying Code: NISO's submission

The National Irish Safety Organisation, which welcomed the publication of the proposed draft new Code of Practice on the prevention of Workplace Bullying, submitted detailed comments on the draft code to the HSA.

Prepared by the Organisation's health and safety executive, Mary Darlington, with expert assistance and advice, the NISO submission

welcomed the proposed code as an improvement on the current Code. According to the submission, the new information included in the proposed code will help employers "to better assess the risks of bullying at work and to take steps to resolve instances of bullying when they occur".

Amongst the additional measures proposed by NISO are:

- the code should include the latest information available on the incidence of bullying at work



- bullying at work should, if it is likely to be a hazard, be covered in the Safety Statement
- the training of trainers should be emphasised.

The submission queries some of the proposed timescales in the proposed draft code ■



CEO Pierce Martin: NISO growing from a strong base

Reflecting on the eight months in his new role, National Irish Safety Organisation chief executive Pierce Martin offers some insights on the important changes underway throughout the national organisation.

At the outset he was pleased to find a strong volunteer base present in the regional networks, which was committed to supporting the new strategy and direction decided on by the Governing Body's Executive.

This, he believes, has been one of the critical success factors enabling NISO Directors and the CEO to win support for the ambitious and fast-paced implementation programme of change and new developments underway.

He also points to the National Irish Safety Organisation's not-for-profit status as being one that has engendered key support and commitment from other occupational safety and health [OSH] stakeholders to the new strategic direction.

Martin reinforces the importance of this not-for-profit status. He emphasises that it allows the organisation to reinvest surpluses generated, to achieve its foremost mission of making Irish workplaces in every business sector among the safest and healthiest in the EU and internationally.

VOICE FOR THE OSH COMMUNITY

A personal vision of the CEO is that NISO forges strong collaborative links over time with the wide range of organisations committed to the OSH workplace agenda. Martin believes that the small size of many of these organisations means they are challenged by a lack of adequate resources. As a result, he believes they are fragmented, both in their

individual impact and in the particular OSH contribution their potential expertise brings to the over 200,000 workplaces in Ireland.

He believes there is also a need to build a wider coalition with other organisations that have a remit in achieving beneficial outcomes for society in the area of health and safety. A goal during his tenure is to establish good working relations with all organisations promoting health and safety, so as to leverage resources and effort invested with the aim of securing better and more cost-effective health and safety outcomes and learning for Irish society as a whole.

BUILDING STRONG REGIONAL NETWORKS

Fresh from a whistle-stop circuit of the annual general meetings of the eight NISO Regions, Martin realises firsthand the extent of the challenges faced locally by Regions in adapting to the new demands being made of their volunteer networks.

He is very aware of the huge commitment already given by local regional networks to promoting health and safety standards. This commitment has brought good safety culture and practice to significant numbers of companies and businesses across a wide range of sectors.

John Kennedy, senior inspector at the Limerick offices of the Health & Safety

Authority, recently gave a fine example of the impact of the work by the local NISO regional network.

At a presentation of NISO Foundation Course certificates, he related to those present the large number of times in his work as inspector that he came across local companies benefiting from the health and safety knowledge brought back by people who had completed the NISO course. It came as no surprise to him to hear on the night that over 2,000 people have completed the NISO course at Limerick Institute of Technology since it was first launched.

According to Martin, a key aim in the coming year is to support each regional network in implementing a wider and more forward planned calendar of events, training and health and safety promotion. This, he believes, will be instrumental in drawing in new companies to NISO membership and in turn, strengthening the local regional network's volunteer capacity to deliver a stronger presence in every county.

DELIVERING OSH BEST PRACTICE COST EFFECTIVELY

Martin is very pleased with the progress being made by NISO and its regional networks in rolling out an enhanced programme of cost-effective OSH educational and training, aimed at the needs of small businesses throughout



Ireland. The type of OSH training being delivered by NISO, according to Martin, equips small companies with limited resources and tight budgets to manage and control their health and safety risks in line with best practice thinking and the latest standards.

The NISO certificate course will shortly be HETAC accredited, allowing participants to progress further in acquiring enhanced levels of competence.

Taken together with the telephone-based expert advisory service operated by NISO and the mentoring and coaching available from local regional network personnel, this means that companies using the service gain huge benefits quickly.

NISO is there to assist small companies to manage their OSH risks for the long haul. This is a key feature of what NISO has to offer small businesses, believes Martin. “You get the strength of a national organisation with the responsiveness of its local regional network – it all adds up to good value for money, together with getting a partner that is committed to building a sustainable culture in workplace safety, health and welfare tailored to small business needs”, says Martin.

SETTING OSH MANAGEMENT STANDARDS

Welcoming the priority being placed by the Health & Safety Authority on ensuring high standards in health and safety management in both the public and private sectors, Martin believes this is not before its time. “It is timely, as it reinforces the enhanced responsibilities of senior level employers under the 2005 Act”, he says.

It also coincides with the decision taken by NISO and the Northern Ireland Safety Group to introduce new criteria in this year’s Health and Safety Awards. The changes bring the all-island Awards in line with best international practice and standards in health and safety management.

Martin adds that to assist companies entering the Awards this year with the new criteria, a series of workshops were organised, both North and South. He also emphasises that an easy-to-follow prompt list has also being

developed, to assist Awards entrants with completing their entries for the first time.

Martin believes that this will increase the level of transparency of the Awards and also help companies with what they need to present in their Awards’ submissions. Martin’s own career as a manager with the ESB has convinced him of the correctness of the move to increase the standards of health and safety management.

He has followed the integration of OSH practice into management systems thinking among leading companies, in Ireland and internationally. “The emerging evidence is clear”, he says. “More and more companies are linking their OSH management processes with their quality and environmental management systems. By doing so they derive measurable benefits both in productivity improvements and in high levels of employee morale”.

WIDENING THE DEFINITION OF WORKPLACE AND INJURY

NISO sees the enactment of new legislation, regulations and codes of practice as opportune, in that it allows a fresh look at what constitutes a workplace and how we define injury and harm to employees. Some of the priority focus of the new rules and guidance is very challenging, according to Martin.

He is particularly conscious of new procedural requirements in implementing drug and alcohol testing, getting wide buy-in for the implementation of the new agricultural code of practice and dealing with recent systemic failures in the quarrying industry.

“Our concept of the workplace is continually changing”, he says. Recent fatalities have brought a sharp focus on circus performers and fishing vessels. But equally, we have started to see the workplace as being extended to home working using ICT technologies, to work-related driving and to the many organisational types of micro-enterprise.

Martin has strong opinions on these issues. For one, he feels there is a need to focus more on industry and inter-industry

benchmarks. By doing so, he believes, we create the right level of ownership and thought leadership among those in control of investment decisions in coming up with practical and cost-effective solutions.

‘PROFESSIONALISING’ NISO’S ORGANISATIONAL STRUCTURES

Martin firmly believes that everything starts by first working effectively within the circle you influence – then and only then do you move outwards. In the past eight months, he has led the first incubation of the new NISO strategy and its ambitious programme of organisational and service development.

“We’re raising our professionalism and belief in ourselves”, Martin is proud to add. “This is backed by strong and committed networks of volunteer OSH professionals reaching into every county, and supported by a team of dedicated professionals at central office”, he concludes.

NISO: INFLUENCING THE SAFETY DEBATE

NISO offers its members a forum, where they can exchange information and swap ideas. It can also, Pierce Martin believes, be a voice for the safety community on the health and safety issues of our time.

Two big issues of the moment are, Martin says, bullying and work-related driving. Many of the failings in these areas are, he suggests, due to management practices.

The prevention of bullying is, he says, “a management responsibility”. Often the cause of bullying is management practice. “The risk is the style of management.” Workers are overburdened, people are required to make decisions without adequate resources and without the necessary checks and controls being in place. Sometimes people are just “overburdened with work”.

Looking at some of the issues that are now coming to the fore where people are driving for a living, he says management are often at fault. He draws an analogy when he says, “for years people did not wear helmets on building sites”. He concludes with a warning: management need to ensure good driving practices are adhered to at all times ■

Working at Height: answering the questions

Questions on when ladders and trestles can be used were among the many issues clarified for the 200-plus delegates attending one of the recent NISO seminars on the new Work at Height Regulations.

In a fast paced, information packed seminar, NISO health and safety executive Mary Darlington and her co-presenter Fergal McKeivitt, director of the Safety First Consultancy, took delegates through the legal intricacies of the Regulations and dealt with the practical challenges presented to those managing health and safety.

DEFINING WORK AT HEIGHT

Setting the scene, Mary Darlington pointed out that the Safety, Health and Welfare at Work (Work at Height) Regulations 2006 apply to all workplaces. The test of the application of the Regulations is, "could an employee fall a distance". If so, the Regulations apply. Saying that the old "two metre rule in the Construction Regulations is now gone", she reinforced the point.

Now a person who is

- using a kick-step in a shop or an office
- standing on the back of a lorry
- using trestles and ladders
- cleaning gutters
- cutting down tress
- rigging lighting at a concert
- working on top of a fuel tanker
- erecting bill posters
- and even on the ground where he/she could fall into a trench, excavation, cellar, hole or pit shaft

is covered by the Regulations.

"Short duration of work is now defined as 30 minutes"

WHAT THE REGULATIONS COVER

Turning to the detail of the Regulations, Darlington explained their application, illustrating by examples.

Employers are, she said, under a duty to avoid work at height if they can. If they cannot, then they must ensure that:

- work at height is planned, risks assessed, organised and supervised
- suitable work equipment is used and is inspected
- measures are taken to prevent falls
- work equipment and other measures are used to minimise the distance and consequences of falls
- account is taken of weather conditions
- employees are instructed and trained
- access to fragile surfaces is prevented
- objects are prevented from falling.

There are, she told delegates, many new requirements, which will require many changes to previous practice. And, she warned, the regulations will be strictly enforced by the HSA.

Employers are required to ensure that work is properly planned, appropriately supervised



and carried out in a manner that is, in so far as is reasonably practicable, safe and without risk to health. This, Darlington said, means ensuring that employers consult with employees and that risk assessments are communicated and understood. It involves planning for emergencies and rescues.

Advising delegates to "listen to the weather forecast", Darlington reminded them that employers are required to take account of weather conditions. Among the factors to be considered are wind, frost, snow and lighting. Before working at heights, employers must carry out a risk assessment and see if working at height can be avoided. If it cannot be, she warned that employers must apply the nine principles of prevention. They must minimise the distance of any fall.

When it comes to selecting equipment, she warned this is where employers "may come into conflict with HSA inspectors". She cautioned her listeners: You may be asked, why did you do what you did?" When answering that question, "you have got to have clear criteria". You must choose the right equipment for the task.

Fragile surfaces should be designed in strong material that will take weight. But before someone is asked to work on or near a fragile surface, which should be a last option, a risk assessment must be carried out. If work is proceeding, suitable and sufficient platforms, coverings, guard-rails and other items must be provided. Warning notices are required.

An example of the practical measures that can be taken to prevent objects falling is the wearing of tool belts. Danger areas should be cordoned off. Giving a graphic illustration of the simple things that can go wrong, Darlington pointed out that a mobile phone that falls on someone's head can cause an injury.

Before commencing work at height, check work equipment (guard rails, ladders, fall arrest equipment) and the place of work. And warning that "doing the thing right is no longer enough", she posed the question to delegates: "Can you prove it?" Have your paperwork to back it up, she advised.

Dispelling the "myth that all ladders have been banned", Darlington told her audience that ladders may only be used if other equipment

is not justified because of the short duration of the work or existing features of the site that cannot be altered. Dealing with the question of what is a short duration, Darlington said "short duration of work is now defined as 30 minutes".

MAKING WORKPLACES SAFER

Telling delegates that "work at height can be managed", Fergal McKevitt urged the listeners to have a safe system of work. The three pillars of a safety system are:

- compliant product: the product must be tested and shown to meet all the requirements of EN and IS standards
- competent person: people must be able to demonstrate competence
- comprehensive maintenance: ladders, safety nets, scaffolds, MEWPs (Mobile Elevated Work Platforms) and harnesses must be part of an ongoing systematic, regular maintenance regime to prove fitness for purpose.



McKevitt, whose presentation style is to illustrate the points he is making with graphic anecdotes, ensured delegates were aware of the consequences of poor working habits when he told of the tragic death of a 19 year old neighbour, who met his death when he fell from a height while working because inadequate protective measures were taken. McKevitt warned delegates that the purpose of the Work at Height Regulations is the protection of employees and the public.

When developing safe systems of work for work at heights, employers should:

- audit statutory obligations
- spot hazards and carry out inspections
- write the rules for safe working procedures
- and set out the names and roles of those with responsibilities.

McKevitt reamed off a list of practical issues:

- inspection of scaffolding
- protection of the public
- protection of openings and edges
- hoist and hoist towers
- safety harnesses
- safety nets.

He stressed that employers must give precedence to collective protection measures.

Touching on the theme raised by Mary Darlington, the need for records, McKevitt warned that "safety has become a monumental paper trail". Saying that "nothing is banned", he told listeners that if you have no record, you have no defence.

LADDER SAFETY

Ladders are only suitable for short duration work and where risk is low. Before using a ladder, check it for defects and if there are defects, report them.

Advising delegates on the dos and don'ts of ladder use, McKevitt warned:

- do not paint ladders: paint hides defects
- never use aluminium ladders near electricity
- ensure all rungs are clean and steps are in good condition
- check that the side rails are intact without cracks, bends or breaks
- check if the side rails and steps are free from oil or grease
- ask if moveable parts operate freely without binding or excessive play.

Ladders should be placed to walls at a angle of 1:4, which is around 75 degrees, and should be tied. Ladders must meet the required standard, EN 131.

READING MATERIALS

Apart from following McKevitt's advice to read the HSE publication HSE33 Health and Safety in Roofwork, delegates attending the seminar were presented with an information-packed CD, which included the Construction and Work at Height Regulations, various HSA guidance notes on the Work at Height Regulations, forms relating to the Construction and Work at Height Regulations and also one particularly useful document, McKevitt's own checklist on work at heights ■

Statistics: using the evidence base

The Health and Safety Authority analyses its database of reported accidents to identify priorities and develop targeted initiatives. But under-reporting of accidents is creating a knowledge gap for some sectors. Marie Dalton, B.A., M.Sc., the Authority's research and statistics officer, examines the issues.

The Authority's accident database is a valuable resource for detecting emerging risks and tracking changes in health and safety performance over time.

The database provides a range of information - about the victim (gender, age, occupation, employment status), the incident (accident trigger, injury type, body part injured, absence from work) and the environment (items associated with incident, working environment, size of organisation, geographical region).

But statistical outputs are only as good as the inputs to the database. The level of accident reporting determines the available data and the value of the subsequent statistical analysis.

A relatively high level of incident reporting from the construction sector has created a large database - Table shows that almost 10,000 construction accidents have been reported since 2000. Reports from the construction sector represent 15%-20% of all incidents reported to the Authority each year.

Smaller construction companies are also beginning to report - 11% of the reports from the construction sector in 2006 came from organisations with less than 10 employees.

A large database facilitates evidence-based action and evaluation. For example, statistical analysis of the construction accident data in the 1990s highlighted falls from height as a major hazard and the Authority undertook a range of legislative, preventive and enforcement actions to address the problem. More recent statistical analysis suggests that the rate of falls from heights in construction is decreasing.

The Authority has currently commissioned a consulting firm to conduct an impact analysis of the relationship between the reduction in falls from height and the efforts of the Authority in this area, with a view to transferring lessons learned to future campaigns. But this type of evidence-based action and evaluation is only possible when sufficient data is available.

Reporting performance in other sectors is not as good. The Agriculture sector consistently has the highest fatality rate, yet only 1%-2% of all reported accidents are reported from the agriculture sector each year.

Drilling down into the reported accidents for 2006 reveals that only 2 of the 96 incidents reported from Agriculture were from organisations with less than 10 employees, and none involved workers aged over 65, while the fatality statistics indicate that self-employed, elderly workers in agriculture are at greatest risk.

Improving farm safety is one of the Authority's highest priorities, but under-reporting means that the amount and quality of data does not facilitate an in-depth analysis of the circumstances of farm accidents.

There is even less data available for the Fishing sector - see Table. None of the 7 reports in 2006 were from organisations with less than 10 employees, yet recent fishing tragedies illustrate the hazards faced by smaller operators.

Employers are legally required to report accidents causing more than 3 days absence from work. One implication of failing to comply with reporting requirements is that there is less information available to the Authority, as it seeks to develop targeted, sector-specific interventions ■

Economic Sector	Number incidents reported to Authority							
	2000	2001	2002	2003	2004	2005	2006	Total
Construction	1116	1301	1190	1108	1501	1643	1682	9541
Agriculture	164	163	94	59	105	110	96	791
Fishing	16	8	11	3	5	14	7	64

Further detailed analysis of the reported accidents will be available in the Authority's Statistical Summary of Injury, Illness and Fatality Data 2005-2006, due for publication alongside the Authority's Annual Report in March 2007

NISO's Regional Structure: there to help you

The National Irish Safety Organisation is a national organisation with local reach.

It has often been said of NISO, which was founded in 1963 to promote awareness of, and knowledge about, occupational health and safety, that its strength lies in its regional structure.

This was put very well by NISO president John O'Shaughnessy, when speaking to NISO Update. He particularly highlighted the role of NISO volunteers. The strength of the Organisation is, he said, the degree of voluntary effort of its members in the regions.

Now NISO is working to develop the regional structure. A committee – the Regional Development Task Force – established by John O'Shaughnessy and chaired by NISO vice-president, George Brett, is working on plans for the development of the regional structure.

All the chairpersons of the regional committees sit on the Task Force. The work of the Task Force is supported from NISO central office, with Ted O'Keeffe – there is no one with a better knowledge of the Organisation – playing the lead support role.

A NETWORK FOR MEMBERS

One of the immediate effects of this commitment to develop the regional organisations that make up NISO is highlighted by Jim Jeffers, who chairs the organisation's Mid-West regional committee.

Jim Jeffers explained that in the Mid-West a number of new people have joined the

regional committee. Each new committee member is being given a specific role. In this, they are being supported by experienced committee members.

The National Treasurer, Jim Shaw, who also chairs the Midlands Region committee, told NISO Update that the regional organisations provide a network for members, "where people are welcome". One of the noticeable features after meetings and seminars is, he says, that "after the formal business has been concluded" one can "see people talking in small groups, helping one another to sort out problems".

REGIONAL ACTIVITIES

One of the benefits of the regional structure is, according to Pat Brangan, who chairs the North-East Region committee, the seminars and events on particular issues.

Harry Galvin, who chairs the Eastern Regional Committee, told NISO Update that following on the National Organisation's successful series of seminars on the Work at Height Regulations, at which the requirements of the new regulations were explained, the Eastern Region will in April be holding a seminar looking at the practical issues raised by the Regulations. The seminar will feature a demonstration of equipment. Then, in May, the region will hold a seminar on the issues relating to driving for a living in the new penalty points environment.

Every year, each region organises and presents the NISO Foundation Certificate courses in occupational health and safety and the regional quizzes, from which the semi-finalists and finalists on the National Quiz stage emerge ■



Table: NISO Regions – contact details

EAST

Contact details

CHAIRPERSON Harry Galvin east@niso.ie
SECRETARY Angela Cahir east@niso.ie

NORTH-EAST

Contact details

CHAIRPERSON Pat Brangan northeast@niso.ie
SECRETARY Patrick Donnelly northeast@niso.ie

SOUTH-EAST

Contact details

CHAIRPERSON Liam Walsh southeast@niso.ie
SECRETARY Phillip O'Keeffe southeast@niso.ie

MIDLANDS

Contact details

CHAIRPERSON Jim Shaw midlands@niso.ie
SECRETARY Chris McCormack midlands@niso.ie

SOUTH

Contact details

CHAIRPERSON Paul O'Sullivan south@niso.ie
SECRETARY Kevin Harty south@niso.ie

WEST

Contact details

CHAIRPERSON Patrick Corrigan west@niso.ie
SECRETARY Catherine Hession west@niso.ie

MID-WEST

Contact details

CHAIRPERSON Jim Jeffers midwest@niso.ie
SECRETARY Des McNamara midwest@niso.ie

NORTH-WEST

Contact details

CHAIRPERSON John Quinn northwest@niso.ie
SECRETARY Martin Shields northwest@niso.ie

Company develops its own SSWP

Glenline Telecoms Contracting, a Kildare-based company specialising in the construction of mobile telecommunications infrastructure, has developed its own Safe System of Work Plan (SSWP), inspired by the HSA's SSWP.

GTC employs around 90 people and utilises the services of a number of subcontract companies when required. Clients include mobile phone operators, infrastructure providers, equipment providers and broadband operators. As well as working in the telecommunications sector, the company is also involved in erecting floodlighting for sports clubs around the country and was recently involved in the Croke Park flood lighting project.

The company has identified a number of key hazards that affect its operations. These include electricity, power tools, working close to public roads, excavations, manual handling, crane lifts, working at height on rooftops and radiation hazards.

The GTC SSWP follows the HSA model, while at the same time showing how the model can be adapted to suit specific requirements. Because the SSWP is solely concerned about the hazards faced by GTC employees and contractors as they go about their work, the document lists fewer hazards and beside the tick-box space listing the risks posed by a hazard, is a space for additional comments.

RISK ASSESSMENT

The message of the GTC SSWP is clear from the moment the user looks at the document. It is about risk assessment. The full title of the SSWP is Glenline Telecoms Contracting Risk Assessment Safe System of Work Plan.

There are three parts to the single sheet GTC SSWP. GTC's health and safety officer, Maura Minnock, explains that the form is filled out on site. The form comes in an A4-sized booklet. It

is in duplicate – one copy is kept on site and the other in GTC's office – and is completed on site.

Part one is easy to follow:

- firstly there is space to list job details: client, site, supervisor, number of personnel on site, a description of the works to be done and the date the work is undertaken
- then it goes on to specify the resources required, in terms of worker skills and plant and equipment required
- then there is space to note emergency details.

Part two lists the hazards, notes the common risks associated with the hazards and possible control measures. It provides space to note additional comments. Additionally, images of PPE which might be required, such as hard hats or goggles, are displayed. If a hazard applies or PPE is needed, a tick should be placed in the box provided.



Then the third part of the form, which warns those signing it not to do a job if it is not safe and to inform site management of any hazardous environment or situation, provides space for team members to sign that the controls to be used on the job have been brought to their attention and that they have carried out an inspection of the equipment they are about to use. The person who prepared the risk assessment signs off in a space provided on the form.

INVESTMENT 'WORTH IT'

Maura Minnock credits her predecessor with devising the form. It has, she says, been updated to take account of the changes brought about by the Safety, Health and Welfare at Work Act 2005, the Construction Regulations 2006 and the Work at Height Regulations 2006.

The GTC SSWP reflects the changing nature of the Irish workforce. Each booklet lasts about three months. In terms of cost, "the investment has been worth it", she says ■





Since the NISO INFORMATION SERVICE was launched last summer, NISO's health and safety executive, Mary Darlington has answered hundreds of queries from members. In the HELPLINE column Mary will, in each issue, report on some of the most commonly asked questions. Readers with questions can contact the HELPLINE by emailing Mary at mdarlington@niso.ie

Question

How can I select a good Safety Consultant?

Answer

If you are considering bringing in a specialist to advise you or choosing a health and safety organisation to provide advice or training then be aware that, like in all industries, there are unqualified, uninsured people out there that you need to be aware of. Many consultants are genuine, are properly qualified and insured - but how do you know who is who? What key checklist should you use when considering who is suitable to advise you or train for you? Here are five key questions you should ask consultants or advising organisations:

1. What health and safety qualifications have you?

The minimum they should have is Diploma in Safety, Health and Welfare at Work from a reputable university in Ireland or its equivalent. Someone presenting with a Certificate in Health and Safety may not be qualified to fulfil all the duties of a competent person. If they have a Degree or better then you know you are dealing with a professional.

2. What professional memberships have you?

If they are qualified and are serious about their business they should be Corporate Members of Institution of Occupational Safety and Health

(MIOOSH) or better still CMIOOSH, which means they are a Chartered Health & Safety Professional. MIOOSH confirms that they have the basic qualification and 3 years post qualification experience. CMIOOSH designation confirms that they are registered with IOSH and are undergoing Continuous Professional Development (CPD) and are keeping themselves up to date on new developments etc. FIOSH or CFIOSH is even higher and confirms that they are a leading health and safety practitioner.

3. What additional qualifications have you?

If you are considering someone to provide Manual Handling Instruction for instance they must be a qualified Manual Handling Instructor, which is an additional qualification on top of their basic diploma or degree. Equally if you want someone to measure noise and advise you on noise reduction then they must be a qualified Noise Assessor. Within the Dangerous Goods Regulations some companies will require the services of a Dangerous Goods Safety Advisor (DGSA) - again the consultant must have this additional qualification in order to meet those particular requirements.

4. What level of Professional Indemnity Insurance have you?

Always ask this question and if necessary ask for sight of their cover. Again most reputable consultants will have this kind of insurance.

5. Provide me with names/addresses/ phone numbers of at least 3 organisations where you have done similar work

They should be able to provide you with up to date names and contact numbers of other companies where they have worked on similar projects. You should then contact them to check what kind of work the consultant/organisation did, how satisfactory it was, how beneficial it was and would they use the consultant again? If you get fluffy or no answers to some or all of these questions, then walk away and find another consultant/organisation.

So be careful whom you choose and what you ask them to do for you because if you use one that is not qualified or not competent the responsibility in law rests with you if something goes wrong.

Question

Now that smoking is banned in all workplaces - how many smoke breaks do I have to give my employees?

Answer

None - there is no entitlement to smoke breaks per se. All employees will have entitlements to breaks morning, lunch and possibly afternoon whether they smoke or not. For smokers they need to decide how they use their breaks. If for instance, they get 15 minutes break in the morning and decide to spend some or all of that time smoking, they are not entitled to any extension to accommodate that. So if they spend their entire break smoking, they do not then have a second break to have a cup of tea etc. If you allow "smoke breaks" then you are creating a new precedent and non-smoking employees could complain.

If you have already conceded "smoke breaks", then getting rid of them may be difficult. However, perhaps the company could offer to assist employees who wish to give up by paying in full or in part for their nicotine patches etc.

Question

Could you please send me on a list of people who need CSCS cards under Construction Regulations 2006?

Answer

There are 20 separate tasks that require CSCS Certification and they are:

- (a) Scaffolding - basic
- (b) Scaffolding - advanced
- (c) Mobile tower scaffold - where the employee has not been trained in basic or advanced scaffold
- (d) Tower crane operation;
- (e) Self erecting tower crane operation - where the employee has not been trained in tower crane operation
- (f) Slings/signalling
- (g) Telescopic handler operation
- (h) Tractor/dozer operation
- (i) Mobile crane operation
- (j) Crawler crane operation
- (k) Articulated dumper operation
- (l) Site dumper operation
- (m) 180° excavator operation
- (n) Mini-digger operation - where the employee has not been trained in the operation of a 180° excavator digger
- (o) 360° excavator operation
- (p) Roof and wall cladding/sheeting
- (q) Built-up roof felting
- (r) Signing, lighting and guarding on roads
- (s) Locating under-ground services
- (t) Shotfiring ■

NATIONAL IRISH SAFETY ORGANISATION - UPCOMING EVENTS – www.niso.ie**Occupational First Aid Course (3 Day Course)****27 - 29 March 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Basic Manual Handling Course (4 Hour Course)****27 March 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Safe Pass Awareness Course****4 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Basic Manual Handling Course (4 Hour Course)****10 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Safe Pass Awareness Course****11 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Occupational First Aid Refresher / Re- Certification Course (1 Day Course)****12 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Manual Handling Instructors Course (5 Day Course)****16 - 18 April, 23 -24 April****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Manual Handling Instructors Refresher Course (2 Day Course)****17 - 18 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Occupational First Aid Course (3 Day Course)****23 - 25 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Basic Manual Handling Course (4 Hour Course)****24 April 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Safe Pass Awareness Course****2 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Manual Handling Instructors Course (5 Day Course)****7 - 9 May, 14 -15 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Basic Manual Handling Course (4 Hour Course)****8 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Manual Handling Instructors Refresher Course (2 Day Course)****8 - 9 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Occupational First Aid Refresher / Re- Certification Course (1 Day Course)****10 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Occupational First Aid Course (3 Day Course)****15 - 17 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Safe Pass Awareness Course****16 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Basic Manual Handling Course (4 Hour Course)****22 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Occupational First Aid Competition****26 May 2007****Venue:** Local Authority Training Centre, Ballycoolin, Dublin 15**Contact:** Ph: 01 4659760 Email: info@niso.ie**Safe Pass Awareness Course****30 May 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Manual Handling Instructors Course (5 Day Course)****11 - 13 June, 18 - 19 June 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**Manual Handling Instructors Refresher Course (2 Day Course)****12 - 13 June 2007****Venue:** NISO Training Centre, A11 Calmount Park, Ballymount, Dublin 12**Contact:** Ph: 01 4659760 Email: info@niso.ie**NISO Third Annual Golf Outing;****The Heritage Hotel, Killenard; 20 June 2007; From 11.00 hrs****Venue:** The Heritage, Killenard, Portlinton, Co Laois**Venue:** Ph: 01 4659760 Email: info@niso.ieDate for your Diary **11 - 12 October 2007****NISO Annual Conference & Safety Awards Presentation****Venue:** The Malton Hotel (formerly the Great Southern Hotel, Killarney), Killarney, Co Kerry **Contact:** Ph: 01 4659760 Email: info@niso.ie**Further details and a brochure on most of the events above can be found on the NISO Website www.niso.ie**