

National Irish Safety Organisation

Update!



*NISO is a not-for-profit voluntary body,
dedicated to the promotion of health
and safety in Irish workplaces*

WINTER 2010

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**NISO CONFERENCE
2010**

HELPLINE

**ECONOMIC
INCENTIVES FOR
WORKPLACE
HEALTH AND
SAFETY**



**CHEMICAL
HAZARD AND RISK
COMMUNICATION**

National Irish Safety Organisation

Update!

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NISO President Reflects on 2010 Conference and Awards Ceremony

The National Irish Safety Organisation (NISO) safety conference and awards ceremony which was held at the end of September last was an overwhelming success for all who attended. This year witnessed an increase in numbers in relation to the attendance on previous years. NISO wishes to acknowledge those who participated in and attended the conference.

The feedback from our conference evaluation forms was very positive and the panel of speakers were well received by those in attendance. Shortly after the NISO conference, one of the speakers, Dave Joyce of the Communication Workers Union (CWU) was the recipient of the Institution of Occupational Safety and Health (IOSH), UK safety practitioner of the year award. Conference delegates waited with great anticipation for the closing speaker, Senator David Norris, to deliver his closing address. Normally the closing address is referred to as the 'graveyard session', however, this was not the case on this occasion as the availability of standing room only was the order for close of conference!

Safety awards

Like the conference, safety award submissions also increased on previous years as did the number of companies attending the gala dinner and presentations. The awards were co-presented by Mary O'Rourke, T.D., Tom Stephenson, Northern Ireland Safety Group (NISG), Dermot Carey, Construction Industry Federation (CIF), Terry Nolan, Shell E & P Ireland Ltd and Pauric Corrigan, NISO president.

Work has already commenced on reviewing the NISO/NISG awards for 2011. A number of new categories will be added to the awards so that recipients can be appropriately placed in a category that relates to their industry or business activity.

I would like to take this opportunity to thank all the companies who have made submissions to our awards and look forward to receiving their submissions in 2011. A big thank you also to our sponsors, CIF, ESB, Roadbridge, Shell E & P Ireland Ltd, Sperian Protection and my sincere thanks to all others who helped in the successful organisation and delivery of this year's conference and awards.

Health and safety simplification

A recent workshop held by the Department of Enterprise, Trade and Innovation (DETI) officials was attended by relevant interested parties and looked at ways that health and safety administration can be simplified.

Assurances were given that legislation and regulations would not be altered. The workshop examined the burden which was being placed on industry by paperwork associated with legislation, regulations and duplication of information, all of which may be described as a burden. For example, businesses have to maintain accident records which would be described as a 'business as usual' cost. An example of a financial and administration cost would be the submission of numerous pre qualifying questionnaires (PQQ), which are safety dominated documents. It often occurs that a business which is tendering for similar work from public procurement or e-Tender may have to fill out the same PQQ



Pauric Corrigan, president, National Irish Safety Organisation

throughout the year. If it was recorded on the e-Tendering system that a company had successfully completed a PQQ and had been approved, then only one successful submission per annum would greatly help to reduce the burden. Ireland and other European countries have committed to reducing the burden by 25% over the coming years.

Regional AGM's

The time of year is quickly approaching when the eight NISO regions hold their annual general meetings (AGM). Notices will be sent to all members within their respective regions. Members should make a special effort to attend their regional AGM and become involved in supporting their region. As the regions organise various seminars throughout the year on topical subjects, there may be a request for a seminar or presentation on a particular area of interest. So, come along and support your regional officers and committee.

As president, on behalf of NISO, my fellow officers, executive members and staff of head office, I would like to wish all our members a safe, healthy and happy Christmas and a peaceful New Year.

Pauric Corrigan, president, National Irish Safety Organisation.

Visit www.niso.ie to download previous copies of the NISO Update!

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Economic Incentives for Workplace Health and Safety

Research by the European Agency for Safety and Health at Work (EU-OSHA) suggests that economic incentive schemes encouraging companies to invest in risk prevention are a cost-effective option for governments looking to cut the numbers of work-related accidents and illnesses.

Many EU Member States already offer various kinds of financial reward for businesses that invest in keeping their employees safe. These rewards range from lower insurance premiums, state subsidies and grants, through to tax breaks, and preferential terms for bank loans for the best-performing businesses.

According to EU-OSHA Director Jukka Takala, "our economic incentives project has already encouraged different EU Member States to learn from each other and exchange good practice in designing incentive schemes. All in all, the report shows that economic incentives can be effective in all Member States, regardless



of wide differences in terms of their social security and accident insurance systems".

The new EU-OSHA report reflects a growing interest in economic incentives as a means of motivating organisations to invest in occupational health and safety. There is increasing recognition that enforcement of regulations is not enough on its own, if the EU is to reach the target of a 25% reduction in workplace accidents, set out in its 'community strategy on health and safety'.

For further information and to view the report on economic incentives, please see the EU-OSHA website: www.osha.europa.eu/en.

EU – Launch of New Mental Health Promotion Portal

A website dedicated to supporting the implementation of mental health promotion in different settings, including the workplace.

The recently finished 'ProMenPol project' had developed one of the most visited mental health promotion websites in Europe. Regularly visited by thousands of people per month, its functionality of tools and methods for mental health promotion across the lifecycle is to be maintained and augmented on the new mental health promotion portal.

This Portal will extend the range of information available on the ProMenPol website to include a site dedicated to e-learning in relation to mental health promotion and a site dedicated to supporting the implementation of mental health promotion in different settings, including the workplace.

Please visit the European Network for Mental Health Promotion website: www.mentalhealthpromotion.net/ for further information.

Dates For 2011

NISO Annual General Meeting, Saturday 16th April, in conjunction with the 2011 quiz final in Galway City.

All Ireland Safety Quiz Final, Saturday 16th April, Galway City hosted by NISO Western Region.

National Safety Awards and Annual Conference, Friday 30th September 2011, (provisional) Killarney hosted by NISO Southern Region.

Conference on Quarry Safety



An all-Island conference on Quarry Safety took place in November where over 100 delegates from the quarrying sector heard calls for the sector to maintain its recent good safety record.

The conference, which was co-hosted by the Health and Safety Authority (HSA) and the Health and Safety Executive Northern Ireland (HSENI), heard from speakers who emphasised the need for leadership and maintenance of standards even in the current economic downturn.

Delegates were invited by both safety bodies to give feedback on how they can further assist quarries in reducing accidents and maintaining standards.

The HSA inspectors are very active in this sector and carry out approximately 500 quarry inspections each year. There have been no fatalities in the quarrying sector so far this year (to November 25th 2010).

For further information please view the HSA website: www.hsa.ie.

Chemical Hazard and Risk Communication

Chemical labelling for supply and use, until recently, has been the preserve of the particular zone (EU, USA, etc) in which it is marketed and used. Similarly, safety data sheets (SDS) differed in format and content dependent on where the chemical supplier operates. In contrast labelling for transport is UN driven and is consistent throughout the world.



Patricia Ennis, School of Chemical and Pharmaceutical Sciences, DIT

The information about the hazards and associated risks of a chemical substance or preparation/mixture is provided on the label and in the SDS. The inherent hazards associated with a chemical substance depends on the intrinsic properties of the substance. Classification of the hazards associated with a chemical substance is based on extensive and expensive testing which is undertaken in specialised laboratories.

CPL

The specific criteria for

classification and labelling are outlined in the existing CPL legislation which originated with the Classification, Packaging and Labelling (CPL) Directive 67/548/EEC. Label format includes the orange hazard warning symbol and associated risk and safety phrases. These labels will disappear gradually over the next few years. Additional information on the hazards and risks are supplied in a SDS as part of this legislation.

GHS

Hazards are the same no matter where the chemical is used. Following international agreement a globally harmonised system (GHS) for chemical labelling and classification was adopted by the UN Economic and Social Council in 2003: **One Substance – One Criteria – One Label**.

Therefore labelling and classification will become consistent across the globe.

This will facilitate international trade in chemicals whose hazards have been assessed and identified on an international basis and will include harmonised hazard communication elements (including requirements for labels and SDS's).

CLP

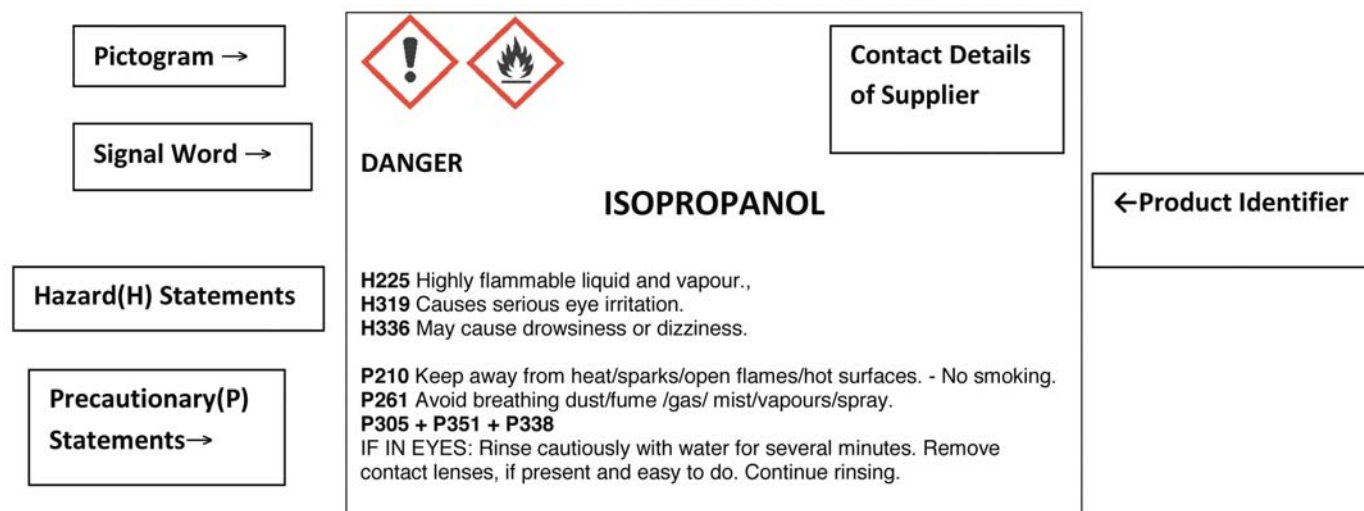
The EU has brought GHS into law via the Classification, Labelling and Packaging (CLP) Regulation 2009. However, because of the enormity of this task, a staggered approach has been adopted with various milestone dates between 2009 and 2017. This will gradually implement the many changes agreed under GHS. In addition, the format of labels and SDS has changed fundamentally in response to the requirements of the new CLP 2009 Regulation and the REACH 2007 Regulation.

The primary tool to

communicate hazard under CLP is the label while the SDS serves as the communication tool for REACH within the supply chain. The changes apply equally across all EU member states and reflect the harmonised approach of the EU to the implementation of GHS to align globally chemical hazard and risk communication. Details of the label content are given in section 2 of the SDS.

An example of the change takes place from December 1st 2010 when all Hazardous Substances must be labelled to the new protocol. The 'new' label for Isopropanol (IPA) is outlined below (from the information provided on www.sigmaaldrich.com (Product No. 34959, Print date: 15th Nov 2010)).

After December 1st 2010, all companies that supply and market a substance (or certain mixtures) will be required to relabel to the new protocol. In



CPL Substance Regulations: S.I. No. 116 of 2003 amended by S.I. No. 25 of 2006 & S.I. No. 272 of 2008 implements Directive 67/548/EEC in Ireland

CPL Preparations Regulations: S.I. No.62 of 2004 amended by S.I. No. 76 of 2007 & S.I. No. 271 of 2008 which implements Directive 1999/45/EC in Ireland

CPL Regulation EC No 1272/2008 REACH Regulation (EC 1907/2006).

addition they must also notify the new label to the European Chemicals Agency (ECHA) no later than one month after placing the substance on the market.

The tonnage threshold to register under REACH does not apply to CLP. However, substances that are already on the market have a transition period up to December 2012, by which time they must be relabelled. For chemical mixtures the new labelling

system comes into force in June 2015 with a 2 year period until June 2017 to relabel. Therefore we will live with the dual system (CPL and CLP) for the next 7 years.

Sources of information

The 'chemicals' area of the Health and Safety Authority (HSA) website: www.hsa.ie, is an excellent resource and provides guidance on what is involved. This site is supported by 'user friendly' HSA inspectors who are more

than willing to help.

The ECHA also provide guidance on <http://echa.europa.eu/>

Finally for those who have to update their own labels, there is a 'label converter' generated by the German Berufsgenossenschaft Rohstoffe und chemische Industrie (BG RCI) which can be accessed at http://www.gischem.de/ghs/index.htm?client_locale

=EN. This can be used to convert the CPL label to the new CLP version. Note:- this tool has not been validated at European level and there is no guarantee as to the correctness of the classification and labelling details provided by the tool. However, it is a good starting point.

*Patricia Ennis Ph.D,
C.Chem, FRSC, CMIOSH*

Safety Award Winners 2010

The National Irish Safety Organisation (NISO) wish to congratulate all organisations who received a Safety Award this year for their achievements in the area of health and safety.



Paucir Corrigan, NISO president, Ray Sweeney, health and safety manager at Masonite Ireland, Supreme Safety Award winners of 2010 and Mary O'Rourke, T.D.

Masonite Ireland was presented with the highest honour, the Supreme Safety Award.

The winner of the Supreme Safety Award is an organisation that shows consistency in safety performance over a number of years, and an outstanding contribution to occupational health and safety throughout the current year.



Baxter Healthcare, Platinum Award



Sky Handling Partner Ltd, Business Sector Award (Transport)



Designer Group, Engineering Contractors, President's Award (Construction)



Group picture at the recent President's Award presentation to Paul Kerrigan, former NISO president

Supreme Award

Masonite Ireland

Platinum Awards

Baxter Healthcare Irish
Manufacturing Operations
PSE Kinsale Energy
Swords Laboratories

President's Awards

Dornan Engineering (large
size organisation)
Cavanagh Foundry (medium
size organisation)
Páirc an Chrócaigh Teo
(small size organisation)
Designer Group Engineering
Contractors (construction)
Dalkia Ireland plc (new
entrant)

Sectoral Awards

Dairygold Quality Feeds
Lombardstown (agriculture)
Allergan Pharmaceuticals
Ireland (chemical/
pharmaceutical)
PM Group (consultants)
Lufthansa Technik Airmotive
Ireland (Electronic/Electrical
Manufacturing/Assembly)
Cuisine de France
(food/drink)
Meath Local Authorities
(local authority)
Abbott Ireland Diagnostics
Division Longford (medical
devices)
Bons Secours Hospital Cork
(medical services)
An Post Athlone Mails

Centre (public service)
Sky Handling partner
(transport)
Diamond Innovations Irish
Operations (manufacturing)
Aura Sport and leisure
Management (service)
Veolia Environmental
Services Technical Solutions
(utilities)

Regional Awards

BAM Building (overall)
Lagan Construction
(Northern Ireland)
Helsinn Birex
Pharmaceuticals (East)
SIAC Butlers Steel
(Midlands)
Medtronic Galway (West)
GE Healthcare (South)
IPL Group (North East)
Kilcawley Construction
(North West)
Roadbridge (Mid West)
JRE Group (South East)

Construction

Mercury Engineering
(building services)
RPS Consulting Engineers
(civil engineering)
CLG Developments
(industrial/commercial)
Obelisk (specialist
contractor)
TAL (house building)

New Entry Awards

Lake Regional Medical
Ireland (New Ross) (large
size organisation)
CIET Utility Infrastructure
(medium size organisation)
ICB Emulsions (small size
organisation)

Distinction

Abbott Ireland Diagnostics
Division
BAM Civil
Bristol-Myers Squibb
Cruiserath
Cagney Contract Cleaning
Cold Chon Galway
(Chemoran)
Farrans Construction
Galway County Council
Greenstar
Hertel Ireland
Intel Ireland CSCE
John Sisk & Son
Jones Engineering Group
Kirby Mechanical
KTL
Lagan Asphalt & Lagan
Road Markings
Leisure World Cork
Oran Pre-Cast
Road Maintenance Services
SIAC Construction
Sierra Support Services
T. Bourke (incorporating DC
Engineering)
Tech Group Europe
Walls Construction
Xerox Technology

Highly Commended

B/E Aerospace UK
Cascade Designs
Central Fisheries Board
Cold Chon (Galway) Sligo
ESB Lough Ree Power
Griffin Brothers Contracting
KCI Manufacturing
Kirby Power
KI Network Services
Lagan Bitumen
Leixlip Water treatment
Plant (Fingal CC)
Maveric Contractors
Michael McNamara & Co
Moy Park

PepsiCo Ireland
Powerstream Electrical Services
Schering Plough Brinny
SIAC/Wills Joint Venture
Skyway
Sodexo Ireland
Univar Ireland
Whitegate Independent
Power Plant
Wills Bros

Merit

Coffey Construction
ComReg
Connacht Gold Cooperative
Society
Cork County Council
DID Electrical
Eircom
Galway Clinic
Gilead Sciences
Hegarty Demolition
Irish Asphalt
Irish Bulk Liquids
Lagan Cement
Management &
Construction
Mary Immaculate College
O'Connor Sutton Cronin
P&D Lydon
Patton Group
Pfizer Newbridge
Pierse Contracting
Serco Integrated Services
Shannon Valley Plant Hire
SIAC Roofing & Cladding
St Joseph's Private Hospital
Sligo
Waterford Stanley

Recognition

Brian Conneely & Co
Home Retail Group
PM Group (MSD Carlow
Project)
Sealed Air Nelipak
Superquinn

President's Award

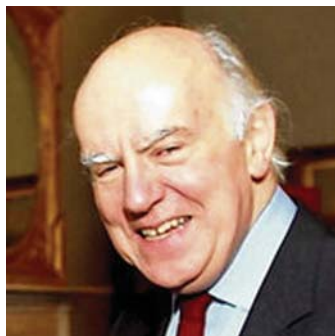
Paul Kerrigan
James McConnell

Safety Representative

Laurence Ivory (Bristol-
Myers Squibb)

NISO Conference 2010 - Delivering the health and safety message entertainingly

Delegates to this year's National Irish Safety Organisation (NISO) annual conference were treated to a master lesson in how to deliver the health and safety message in an entertaining fashion.



Herbert Mulligan, editor, *Health and Safety Review*

As delegates left the conference enthused by the oratorical flourishes of Senator David Norris and health and safety's very own orator Dr Michael Gillen, they left informed about the hazards and risks of chemicals, delivering the post, the minimisation of maintenance risk and preventing noise induced hearing loss.

Opening the conference, Brad Witt, director of hearing conservation with Sperian Hearing Protection posed the challenging question: who, he asked, pays for off-the-job hearing loss? Answering the rhetorical question, he said: "Often it is the employer". Highlighting an issue employers need to be aware of he spoke about the need for a good fit when wearing earplugs.

David Joyce, the national health and safety officer with the British Communications Workers' Union said the top hazards facing postal delivery workers are slips/trips/falls, attacks by dogs, stepping on or striking against objects, manual

handling and cycling accidents. Each year, he said, 6,000 postal delivery workers in Britain are attacked by dogs. 70% of attacks are on private property and the dog owners cannot be prosecuted. The union, which has launched a 'Bite Back' campaign, is seeking a change in the law. In this they have been successful in Scotland.

Safety data sheets

The message that emerged that has the widest application across workplaces was from Health and Safety Authority (HSA) assistant chief executive, Sharon McGuinness, who spoke about the Authority's concerns about safety data sheets (SDS). Dr McGuinness told delegates that "Safety data sheets are a worry for the HSA". The Authority is finding that often SDS are not giving the necessary information and this she said makes it difficult to do risk assessments. Speaking after Dr McGuinness, HSA programme manager, Dr P J Claffey, said that at the moment the Authority "is working on a chemical risk assessment tool kit, which will be published before the end of the year".

The theme of the conference, 'maintenance of health and safety through prevention', was addressed by David Peart, a maintenance consultant, who argued that improved efficiency and a reduction in machine breakdowns resulted in a reduction in accidents.

FAS deputy chief executive, Conor Dunne, spoke about the links between occupational and road safety. Mr Dunne noted that "people driving for work are between 30% and 40% more likely to have an accident", than other workers.

In an additional presentation to the planned programme, Tom Comer, formerly a farmer, told the conference how he had left school early and how, since completing the NISO Foundation Certificate Course in 2005, he had gone on to study health and safety at Athlone Institute of Technology. He has recently graduated with an MSc. in Environmental, Health and Safety Management.

Communicating the message

Returning to the chemicals theme, Michael Gillen, the director of the IBEC group, the Irish Bioindustry Association, in the course of a very informative and hugely entertaining presentation, stressed the need for organisations to have an inventory of chemicals. He warned "if you do not know the chemicals you have on your site, you are negligent". He also warned against focusing too narrowly, saying that if we do "we can come up with the wrong decisions".

Speaking about clear communication, he warned against using words like dihydrogen monoxide when

what you are in fact talking about is water. And in one of those passages that brought the house down with laughter, he presented the amusing thought of presenting the world with the idea that you had discovered a wonderful new resource. This new resource, he said, acts as a fire fighting agent. It is water. He advised delegates to communicate in simple straightforward terms.

The conference was brought to a close by Senator David Norris, who after noting that the number of workplace deaths had fallen from 6.31% (rate per 100,000 in employment) in 1991 to 2.23% last year, said he thought the Oireachtas had "done a reasonably good job".

Recounting some of his life's experiences and talking about opening James Joyce Centre, Senator Norris said it sometimes felt that health and safety was being used in the interests of those who wanted to close us down. Touching on some aspects of occupational health and safety that link in with public safety, the senator spoke of road safety, highlighting the fact that the same speed limits can apply on rural country roads and national routes. He described this treatment of road speeds by local authorities as "inappropriate". Another area of concern was, he said, the fact that hostels for asylum seekers are "never inspected".

Update from the Health and Safety Authority

Deirdre Sinnott, head of the transport safety unit with the Health and Safety Authority (HSA), writes about managing pedestrian risks.

The HSA works closely with employers and employees to foster best safety practice so that work-related risks are managed to ensure the protection of people and the survival of business. We are raising awareness of the hazards that you and your employees face in your everyday work and helping you to take action to protect yourselves from harm.

The HSA has developed a work-related vehicle safety programme arising from the high level of vehicle related injury and deaths occurring in the workplace. The programme aims to influence a reduction in the number of people killed and injured as a result of incidents involving vehicles being used for work. Pedestrians in particular are a specific group that are at high risk from vehicles operating in the workplace.

Last year, there were 43 work related deaths and 14 (33%) of these deaths involved a vehicle. Of these 14 deaths, 5 of the people killed were pedestrians. Three pedestrians were hit or run over by a vehicle whilst two pedestrians were killed when they were hit by part of the vehicle.

Pedestrians

Consider the pedestrians you have in your workplace, they could be employees, members of the public, visiting employees or customers. In workplaces where vehicles operate, pedestrians can be particularly vulnerable if appropriate control measures are not in place. In addition,



visitors can create risks for others as well as expose themselves to hazards if they are unfamiliar with the premises and the work activities.

The lack of control and supervision over visitors compared to that over employees can also be an issue. Pedestrian safety is essential in all workplaces even if you just have a staff or customer car park.

As an employer or person in charge of a place of work, what should you do?

- Control pedestrians entering your place of work, for example, by use of access gates.
- Segregate vehicular and pedestrian traffic. Where possible this should be carried out at the entrance to the site, for example, have separate vehicle and pedestrian entrances directly from the road.
- Review your workplace and identify where vehicles and pedestrians interact or meet. Provide separate defined routes for pedestrians away from vehicles (both inside and outside buildings).
- Ensure that the pedestrian routes are clearly marked and where possible follow the normal path that pedestrians would take (which is usually the shortest route to a location).
- If pedestrians must pass through a warehouse and the route passes behind pallets of racking, provide protection systems on the racking to protect people from potential falling items.
- Erect barriers to protect marked pedestrian walkways and vehicle operating areas.
- Ensure that building entrances have separate doorways for vehicles and pedestrians. Provide vision panels on all doors.
- Provide barriers or guard rails at building entrances and exits, at corners and

other areas as appropriate, in order to prevent pedestrians walking straight out into vehicular traffic. Failure to do so is one of the main causes of pedestrian fatalities.

- Where vehicle and pedestrian routes intersect, provide well marked and clearly signposted crossing points indicating who has priority.
- Clearly mark 'NO GO' exclusion zones for vehicles and pedestrians. Ensure that the exclusion zones are strictly enforced.
- Display clear warning and traffic management signs and ensure that vehicles have appropriate visibility markings and that the workplace is well lit.
- Check that vehicle warning devices and flashing beacons are functioning at all times.
- Consider prohibiting or limiting vehicular traffic at busy pedestrian times such as lunch time or the start and finish of the working day.

- Ensure pedestrians wear high-visibility clothing in areas where workplace vehicles are operating.
- Accompany visitors to your site at all times, unless they are familiar with your premises, traffic management system and safe systems of work.
- Provide safe areas for drivers while vehicles are being loaded.

Public

There are a number of other practical steps that can be taken where the public have access to, for example, wholesale premises:

- Clearly signpost routes for

- public use and ensure that they are as close to where the public wish to go and, where possible, are separate from the work activities.
- Provide separate delivery areas, where possible.
- Keep pedestrians away from loading and unloading areas.
- Schedule deliveries outside of opening hours.
- Do not let members of the public enter areas where lift trucks are operating. If a lift truck needs to access the shop floor during opening hours, put in place documented safe systems of work, for example, barricade off the aisles in

use by the truck and make a public warning announcement over the intercom.

As a pedestrian what should you do?

- Remember that you are not always visible to drivers.
- Always stick to designated walkways and crossing points.
- Do not enter 'No Pedestrian' zones.
- Do not walk beside a moving vehicle.
- Do not approach a moving vehicle. Wait until the driver acknowledges your presence.
- Never walk behind a

reversing vehicle. Remember vehicles can have blind spots.

- Remember that different vehicles have different stopping distances. Respect them.
- Wear high-visibility clothing, [meeting the standard I.S. EN 471] when working in the vicinity of workplace transport.

For further information on workplace transport safety, please see the 'Vehicles at Work' and the 'Hazards and Risks' sections of the HSA website: www.hsa.ie.

FORUM IRISH BUSINESS AND EMPLOYERS CONFEDERATION

Carl Anders, health and safety executive at the Irish Business and Employers Confederation (IBEC), discusses the business case for health and safety



Carl Anders, health and safety executive, IBEC

The role of the competent person in health and safety includes presenting or arguing a case for expenditure of time, money and resources on practices that may or may not prevent an accident or illness. Any person involved in this task will not need to be told that this is a tough sell.

Over the years, the business case has been made for health and safety but largely on the

potential savings a company could make. Whether this is through lower accident/incident rates, absenteeism or other measurements, the potential savings are still difficult to measure. Even more difficult is to state that there is a causal link rather than a correlation link between the improvements and any health and safety measures. Unlike other fields such as environmental management where it is relatively easier to demonstrate a pay back period for an investment, health and safety investment is still on the basis of should, might, probably, may and could help.

Business strategy

Over the last few years however, a business strategy has gained far more attention in Irish operations. It is not a new concept but gained attention when those

businesses that had implemented or taken on board the principles of this strategy, found themselves weathering the recent economic storm in a reasonable condition. As a result, many more employers are taking an interest in its concepts and principles. This business strategy is called 'Lean Manufacturing' and is one of the best business cases for health and safety investment.

It should be pointed out that there is a certain amount of suspicion at the concept of 'Lean Manufacturing'. There is an inclination to assume that the adoption of this strategy is intrinsically linked to reduction in headcount. That is not at the core of this strategy and is not the primary motivation of the strategy.

Waste

Lean is simply about reducing waste, primarily wastes in the process (the task as opposed to those doing the tasks) that do not add any value to the product/output and the customer/client. As a concept, it has more or less been around since the advent of large scale production. However, it gained significant attention when it was adapted by Toyota to their systems.

The concept of waste in Lean is based generally around seven different types of wastes within an organisation. These are:

- transport (the unnecessary movement of products to and from different locations),
- inventory (wasting of components, not using full inventory of components),

- motion (people or equipment moving or walking unnecessarily),
- waiting (delays and waiting for the next production step),
- overproduction (producing ahead of demand and stocking),
- over Processing (resulting from poor tool or product design creating activity),
- defects (the effort involved in inspecting for and fixing defects).

Almost immediately two of the wastes stand out as relating to health and safety. The most obvious is the notion of a defect. It does not take too much of a leap to introduce the concept of plant and equipment damage, incidents, hazards and accidents as part of the overall waste of a defect. While it may not be specifically to the product or service provided, any of the above still require time and effort to investigate and rectify. Instead of a defective product, the employer has a defective system which is still a waste of time, trouble and effort. This fails to add value to the customer.

However, say an organisation does not give full consideration to those examples and does not put much energy into investigation and remedying. In that circumstance they would still come under the remit of the seven wastes, except this time the concept of 'waiting' is the key waste. Delays caused by lack of preventative maintenance, inspections or incidents and accidents will naturally fit into this waste.

Cost

For practitioners in health and safety, these wastes can be measured, quantified and

directly linked back to an occupational health and safety causality. All delays, stoppages, or defects can be measured precisely in terms of cost. This includes the cost of the lost or damaged product, and also the time involved for those investigating and rectifying.

It can also be identified where the health and safety component contributed or caused the delay or defect. For example, the root cause of equipment failure or damage is likely to arise in either lack of maintenance or misuse. First, legislation requires the employer to maintain plant and equipment so that it is safe. If it fails, breaks or becomes damaged, is there not an argument that it is not safe? If this is through lack of maintenance, then it is quantifiably a safety issue. Secondly, if employees are not using equipment correctly then it is unlikely it is being used safely, again a direct causal link back to the management systems for health and safety.

The second issue is at the root of using health and safety as part of Lean or in terms of overall operational efficiency. Sound, systematic, integrated management systems that recognise occupational health and safety will help reduce and eliminate these wastes. In fact, it is clear in those circumstances that any employer looking at Lean, will not succeed in that task unless they fully integrate it with their health and safety management systems.

Manual handling training

One final waste out of the seven still stands out in terms of health and safety. Many will be aware of the recent

developments in manual handling training. However, many should also be aware that training in a safe lifting technique is not the most effective control measure. Many practitioners will have used this argument in the past, but unfortunately in some cases, the relative ease of the 'quick fix' of training people and hoping there are no accidents has been preferred to looking at a strategy to eliminate or reduce manual handling – even though the legislative priority is on prevention and avoidance.

It is noticeable and welcomed that in Health and Safety Authority (HSA) guidance on manual handling, there has been a clear move and policy of looking at avoidance techniques across different sectors rather than focusing on training specifically. Along with that, Lean also provides the practitioner with their business case for looking at reducing and avoiding manual handling.

The waste of 'motion' describes exactly one of the core problems with manual handling. It is a complete waste of time, resources and effort. Yes there are accidents and injuries, but has that focus been a complete success (outside of the liability and compensation fears)? The dominance of manual handling injuries in even lighter industries would suggest it has not.

In practical examples, many employers have changed from the bottled water coolers to ones that are connected to a mains supply. In the majority of cases this has been a pure financial decision. The company saves on deliveries, storage, handling, waste, etc. Yet the

employer has successfully proven the first concept of the manual handling legislation: that avoidance is possible and that avoidance carries with it a payback period. The cost of the mains connection is compared to the ongoing contract with a supplier, the freeing up of storage and the freeing up of employee time. However, it also means people don't have to be trained, a manual handling risk assessment is not necessary for that operation; specialised handling equipment is not needed, less accidents and less risk of a claim.

Investment

For all practitioners, the business case is out there to justify why there needs to be investment in health and safety and in many cases it is built around a strategy that many employers are considering.

The key for practitioners is to present a strong argument that shows health and safety investment does have a quantifiable payback and that there is no point considering systems such as Lean unless the employer is prepared to fully integrate its safety management system into the strategy. These strategies are popular for one reason – they work.

The companies who have taken these strategies onboard and adopted them fully are successful, well run companies, but it also needs to be stated quite clearly that they tend to also be companies with very good health and safety records. This is no coincidence. The efficient and successful running of a business has the integration of health and safety in the strategy as a prerequisite.

Declan Gibney, chair of the Institution of Occupational Safety and Health (IOSH) Ireland Branch, writes on the honouring of a safety and health stalwart



Declan Gibney, chair, IOSH Ireland Branch

IOSH's Ireland Branch recently honoured a construction expert four decades of dedication to health and safety at its occupational safety and health (OSH) person of the year award.

Peter McCabe, a construction safety and manpower specialist and part-time lecturer at Trinity College Dublin, was named winner at the IOSH event.

McCabe was presented with the award by Minister for Labour Affairs and Public Service Transformation, Dara Calleary, T.D. Minister Calleary paid tribute to the work McCabe has done in equipping people with the knowledge of how to stay safe in the workplace as well as his guidance on policy on the issue.

Upon accepting the award, McCabe said "I'm really honoured and surprised to be named IOSH's occupational safety and health person of the year in Ireland and it's

fantastic to be introduced by the Minister".

"The achievements and initiatives have all been down to a lot of people and I think we can say that the working lives of people in the construction industry, and wider, are now safer and healthier as a result".

Workplace injuries

As a chartered member of IOSH, who has dedicated his career to reducing the number of workplace injuries and fatalities, McCabe has, and still does travel overseas to speak at conferences and take part in study visits.

According to McCabe, "The UK and Ireland have relatively low fatality rates compared with a lot of Europe, but our targets will always be to get towards zero. The rates have come down by more than 100 per cent over the last few years but, in reality, even one death is too many".

McCabe has made a significant contribution to the development of occupational safety standards in Ireland over many years, particularly in the construction sector through his work with the Construction Industry Federation (CIF) and in the Construction Safety Partnership. To illustrate that dedication, McCabe is currently a part-time lecturer for both diplomas in health and safety construction and project management at

Trinity College Dublin. He also spent thirty years with the CIF as the Director of Safety and Manpower Services.

McCabe has worked on the research and introduction of Safe-T-Cert – the sectoral safety management system, safe pass, construction skills certification scheme and the IOSH accredited managing safely in construction course. All of these have helped to make a difference to people working in Ireland's thriving construction industry.

Award

This award signifies the appreciation of IOSH to McCabe for his efforts and his commitment to occupational safety in Ireland. The IOSH Ireland OSH person of the year award is now in its second year but is already an integral part of the events calendar. The branch believes in the importance of honouring people who are health and safety heroes because of the effort they put in to go above and beyond what is normally expected of them.

During the ceremony, IOSH chief executive Rob Strange said "the OSH person of the year award not only represents the dedication of one individual within the industry, but it also recognises the valuable contribution that all nominees have made to make the world of work in Ireland safer, healthier and more

sustainable".

The award was made from Irish bog oak, hidden in peat bogs for over 4,000 years and featured a circle of wood sat on a plinth made from the same material. "It is a unique sculpture based on a circle of life representing the coming together of two forms, and is resonant of people working together towards a common goal. The award was chosen for its sentimental value as it represents Peter McCabe's commitment to occupational safety and health," added Mr Strange.

Health and safety

People do not work in health and safety for thanks or praise, they work in health and safety because they have a passion and a desire to influence their own working environment and make workers' lives safer. Rewarding those people, although it's not something they ever expect, is to IOSH's Ireland Branch a simple symbol of recognition of the extra work those individuals willingly take it upon themselves to do.

IOSH's Ireland Branch was formed in the early 1980s and its membership currently stands at around 1,800. While we expect that number to grow, we are looking at ways of involving our members more and working with companies and the community to improve health and safety standards.

Help on work at height, slips, trips and falls and chemicals storage

Brian O'Connor answers members' queries.

Question 1

I work as an AV Specialist. One of many tasks my occupation requires is erecting lights on a lighting bar for events such as conferences. This task is of short duration so therefore I use a step ladder. However, I was recently informed that a step ladder cannot be used due to new health and safety regulations. Can you please confirm if this statement is true?

Answer 1

The work at height regulations apply to all work at height where there is a risk

of a fall liable to cause personal injury. These regulations do not ban ladders but do require careful consideration to be given to their use.

Ladders should only be used as work equipment where a risk assessment shows the use of other work equipment is not justified. The risk assessment will assist you in the planning of the work activity and work equipment, precautions to be taken in certain weather conditions, the level of supervision required and also any emergency or rescue

procedures that may be required.

As a guide, a ladder or a stepladder should only be used:

- where the work is of short duration – ladders are not suitable where they are in one position for 30 minutes or more,
- where there is a low risk of a fall occurring or if the nature of the fall would be unlikely to cause injury,
- for light work – ladders are not suitable for strenuous or heavy work,
- for work that does not involve carrying heavy or awkward tools or equipment,
- where a handhold is available both for climbing the ladder and in the working position,
- where you can maintain three points of contact with the ladder at the working position. On a ladder where you cannot maintain a handhold, other than for a brief period of time, other measures will be needed to prevent a fall or reduce the consequences of one. On stepladders where a handhold is not practicable a risk assessment will have to justify whether it is safe or not.

Training and supervision are key elements in the safe use of ladders. Ladder users must be competent in their use and must know how to check, carry, erect, move and use the ladder in a safe manner. Adequate supervision should ensure



Brian O'Connor, editor, NISO Update

that misuse of ladders is not taking place and that all users have received the appropriate training.

For further information on the safe use of ladders please view the Health and Safety Authority (HSA) information sheet titled 'Using Ladders Safely' and the Guide to the Safety, Health and Welfare at Work (General Application) Regulations 2007, Part 4: Work at Height. Both are HSA Authority website: www.hsa.ie.

Question 2

I am health and safety officer of a company in the retail sector and one of our major risks is slips, trips and falls. What action can our employees and management take to prevent slips, trips and falls?

Answer 2

Slips, trips and falls account for about one fifth of all notified accidents. Employers, senior managers and employees all have responsibilities to control risks from slips, trips and falls.



Management must conduct workplace specific slips, trips and falls risk assessments. These risk assessments will identify high risk areas and potential controls. High risk areas may include areas where pedestrians move between surfaces with very different levels of grip such as from a wet surface to a dry surface or vice versa, top and bottom of stairs, areas of poor lighting, etc. Controls may include dealing with floor spills immediately, warning signs, good housekeeping, a programme for floor cleaning that includes keeping pedestrians away from wet floors, etc.

Slips, trips and falls must also be included in the safety statement. The safety statement will outline:

- the protective and preventative measures taken and resources provided to prevent slips, trips and falls,
- plans and procedures to be followed and the measures to be taken in case a slip, trip or fall does occur,
- duties of employees in relation to slips, trips and falls, and,
- names of persons with responsibilities in relation to slips, trips and falls.

Management must also ensure appropriate training and instructions are provided to employees and where necessary, other persons on the premises.

Employees' responsibilities toward slips, trips and falls include reporting anything dangerous to their supervisor, use and take proper care of any personal protective equipment (ppe), deal with spills straight away, use absorbent material to soak up the spill, ensure

good housekeeping, etc.

For further information on slips, trips and falls please view the Health and Safety Authority (HSA) website: www.hsa.ie, where you will find the HSA information sheet titled 'Get a grip – stop slips and trips.' You will also find many useful posters in relation to this topic.

Question 3

Our company employ two full time maintenance men. These workers during their work use various chemicals from cleaning agents to paints. All these chemicals are stored in one place. Are there any precautions we should take when it comes to the storage of chemicals?

Answer 3

The first step to ensure the safe storage of chemicals is to carry out a risk assessment. In this risk assessment you must consider the various properties of the chemicals.

Certain chemicals will require additional controls, for example, where flammable materials are being stored, the requirements of Part 8 – Explosive Atmospheres at Places of Work of the General Applications Regulations 2007 need to be considered, or if any carcinogens are used then the Safety, Health and Welfare at Work (Carcinogens) Regulations 2001 need to be consulted.

The risk assessment must also consider the containers being used. Are these containers maintained or do they contain any residues of materials? Containers should have legible labels and should



not be damaged or unsealed. The risk assessment will also help to decide controls for the safe storage of chemicals. Examples of such controls include:

- safe systems of work such as stock control for goods in and out,
- control staff access to the store,
- procedures for any spills,
- a storage plan so that there is a specific place for all chemicals,
- signs, legible labels and safety data sheets (SDS),
- consider security of the storage area,
- ventilation in the storage area,

- adequate training for employees, and,
- personal protective equipment (ppe).

Each storage area is different and each one has its own unique hazards and related risks. The risk assessment will ultimately decide the precautions that need to be taken.

For further information on the storage of chemicals please view the 'chemicals area' of the Health and Safety Authority (HSA) website: www.hsa.ie.

Brian O'Connor BSc OSH, MSc EHS

Legislation update by Ted O'Keeffe, operations manager at the National Irish Safety Organisation (NISO)



Ted O'Keeffe, operations manager, National Irish Safety Organisation

The Safety, Health and Welfare at Work (Construction) (Amendment) Regulations 2010 came into effect on November 2nd and were published on November 9th 2010.

The amendment Regulations include a definition of 'confined space' which means 'any place which, by virtue of its enclosed nature creates conditions which give rise to a likelihood of accident, harm or injury of such a nature as to require emergency action due to:

- (a) the presence or the reasonably foreseeable presence of:
 - (i) flammable or explosive atmospheres,
 - (ii) harmful gas, fume, or vapour,
 - (iii) free flowing solid or an increasing level of liquid,
 - (iv) excess of oxygen,
 - (v) excessively high temperature,
- (b) lack or reasonably foreseeable lack of oxygen'.

PSCS

An amendment to regulation 22 of the Safety, Health and Welfare at Work (Construction) Regulations 2006 details the duties of the project supervisor for the construction stage (PSCS) and the circumstances that the PSCS must notify the Health and Safety Authority (HSA) if

construction work on a construction site is planned to last longer than 30 working days or the volume of work is scheduled to exceed 500 person-days. The project supervisor for the construction stage shall display the particulars required above on the construction site.

Regulation 51 of the Safety, Health and Welfare at Work (Construction) Regulations 2006 is substituted with a section on safety precautions. The main requirements are that a contractor for that site shall ensure that adequate precautions are taken in any excavation, shaft, earthworks, underground works or tunnel to safeguard persons at work including a person engaged in shoring or other work for the purpose of compliance with the above.

Health hazards

Regulation 79 deals with health hazards and the appropriate preventative measures which must be undertaken by a contractor to ensure the wellbeing of any person who is liable to be exposed to any chemical, physical or biological hazard. Preventative measures are listed in this section.

Also covered by regulation 79 are confined spaces which deals with atmospheric conditions in confined spaces. Monitoring and adequate measures shall be taken to guard against danger. A person cannot be exposed to a high-risk confined space unless observed at all times from outside.

Welfare issues

Regulation 98 deals with the welfare issues of shelters and accommodation for clothing and for taking meals. It includes amongst other issues that the accommodation

provided must not be used for storage purposes and that facilities for heating food must be available if there are more than five persons at work.

These Regulations amend the Safety, Health and Welfare at Work (Construction) Regulations 2006 (S.I. No. 504 of 2006), as previously amended by the Safety, Health and Welfare at Work (Construction) (Amendment) Regulations 2008 (S.I. No. 130 of 2008) and the Safety, Health and Welfare at Work (Construction) (Amendment) (No. 2) Regulations 2008 (S.I. No. 423 of 2008). These Regulations may be cited together as the Safety, Health and Welfare at Work (Construction) Regulations 2006 to 2010.

The purpose of the amendments is to provide for the further transposition of Council Directive 92/57/EEC1 on the minimum safety and health requirements at temporary or mobile construction sites. In that respect, the main new provisions are:

- (i) Regulation 22(1) and Schedule 7, as regards Article 3(3) and Annex III of the Directive,
- (ii) Regulation 51(2), as regards point 10.1(b) of Part B, Section II, of Annex IV of the Directive,
- (iii) New Regulation 79(3) and (4), as regards points 6.2 and 6.3 of Part A of Annex IV of the Directive, and
- (iv) Regulation 98(1)(d) and (e), as regards the second indent of point 18.3 of Part A of Annex IV of the Directive.

The Safety, Health and Welfare at Work (Construction) (Amendment) Regulations 2010 can be downloaded from the Department of Enterprise, Trade and Innovation website: www.deti.ie

Chemicals (Amendment) Bill 2010

The Chemicals (Amendment) Bill 2010 reached Committee and remaining stages in the Seanad and was reported without amendment and received for final consideration.

The main purpose of the Bill is to meet EU obligations to implement and enforce certain EU Regulations.

These include:

- the EU Regulation on the Classification, Labelling and Packaging of substances and mixtures (known as the "CLP" Regulation),
- a replacement EU Regulation on the Export and Import of Dangerous Chemicals implementing the Rotterdam Convention, and,
- periodic technical amendments to these and to the EU REACH and Detergents Regulations.

The Bill also includes minor technical changes to the Safety, Health and Welfare at Work Act 2005.

According to Minister for Labour Affairs and Public Service Transformation, Dara Calleary, T.D., "It is important to be clear that this Bill is not about transposing EU directives. It is about providing an enforcement of framework for EU regulations. The provisions of those EU regulations, with which this Bill is concerned, are directly applicable in Ireland. We must comply with their provisions. We cannot change them by implementing legislation. The provisions of the Bill therefore relate only to measures necessary for enforcement".

National Irish Safety Organisation Events Diary



Please keep an eye on our website www.niso.ie for forthcoming courses in 2010 and 2011.

1. Courses in NISO Training Centre, Ballymount, Dublin 12

Safe Pass Course
(Course Length: 1 day)
December 3, December 10,
December 17

Occupational First Aid Course, FETAC Level 5
(Course Length: 3 days)
Date TBC

Occupational First Aid Refresher/Re-Certification Course, FETAC Level 5
(Course Length: 1 day)
Date TBC

Safety and Health at Work, D20165, FETAC Level 5
(Course length: 40 hours)
Commencing Tuesday 8 February 2011 and running for 10 weeks on Tuesdays from 2pm – 6pm

Basic Manual Handling Course
(Course Length: Half day)
December 9

Health and Safety Representation Course, L22487, FETAC Level 5
(Course length: 3 days)
January 24, 25, 26

VDU/DSE Assessors Course
(Course Length: 1 day)
November 15

Manual Handling Instructor and Assessor Course, 6SO242, FETAC Level 6
(Course length: 5 days, 3 days on week 1 and 2 days on week 2)
Date TBC

We are proud to announce that NISO is approved to run, according to the new standards, the Manual Handling Instructor & Assessor Course, FETAC Level 6

2. Courses and events in the regions

MIDLAND REGION

NISO Occupational Safety and Health Certificate
(Course Length: 13 weeks, evening)
Date TBC

Venue: Athlone Institute of Technology
Contact: midland@niso.ie

NISO Midland Region AGM
Venue: Creggan Court Hotel, Athlone, Co Westmeath
Date: December 14 at 19:30hrs

MIDWEST REGION

Certificate of Competence in Workplace Noise Assessment
(Course Length: 10 weeks)
Date TBC

Health and Safety Representation, Course L22487, FETAC Level 5
(Course Length: 8 weeks)
Date TBC

Safety and Health at Work Programme, D20165, FETAC Level 5
(Course Length: 10 weeks)
Date TBC

Venue: Limerick Institute of Technology
Contact: Midwest@niso.ie or for more information visit <http://www.lit.ie/adulteducation/index.html> or contact lifelonglearning@lit.ie

NORTH EAST

Safety and Health at Work, D20165, FETAC Level 5
(Course Length: 40 hours)
Date TBC

Venue: Dundalk Institute of Technology
Contact: northeast@niso.ie

NISO North Eastern Region AGM
Venue: Fairways Hotel, Dundalk, Co Louth
Date: December 8 at 18:00hrs

WEST REGION

Health and Safety at Work Representation, L22487, FETAC Level 5
Date TBC

Venue: Galway Mayo Institute of Technology
Contact: west@niso.ie

NISO Western Region AGM
Venue: Oranmore Lodge Hotel, Oranmore, Co Galway
Date: December 15 at 17:30hrs

Free Briefing on Health and Safety Simplification (preceding AGM)
Venue: Oranmore Lodge Hotel, Oranmore, Co Galway
Date: December 15, Registration at 16:00hrs

SOUTH REGION

Safety and Health at Work Programme, D20165, FETAC Level 5
(Course Length: 10 weeks)
Date and venue TBC

NORTH WEST REGION

NISO North Western Region AGM
Venue: Mill Park Hotel, Donegal
Date TBC



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