

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 2011

## EFFECTIVE SAFETY LEADERSHIP

INSIDE

**HEALTH AND SAFETY  
IN CHALLENGING  
TIMES**

**SAFETY AWARDS  
2011**

National Irish Safety Organisation

# Update!

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# NISO President Reports

## NISO President Reflects on 2011 Conference and Awards

The National Irish Safety Organisation's (NISO) annual conference and safety awards presentation, held on 7 October last, was an overwhelming success. NISO wishes to acknowledge all those who participated and attended the event.

### Conference

Feedback from NISO's 48th annual conference is very positive with the panel of both national and international speakers being very well received by conference delegates. I would like to thank both delegates and speakers who all contributed to the success of the conference.

### Safety awards

Safety award submissions have increased on previous years, as did the number of companies attending the gala dinner and award presentations. This is a great compliment to all participants of the safety awards and truly reflects the importance of health and safety to these organisations. The awards were co-presented by Sean Kelly, MEP, Tom Stephenson, Northern Ireland Safety Group (NISG), Dermot Carey, Construction Industry Federation (CIF) and Pauric Corrigan, NISO President.

Work has already commenced on reviewing the awards for 2012. A number of small changes will take place in the nine categories that are assessed with one additional category being added.

Feedback in the form of a spider-graph will be available for distribution to all those who made submissions to the 2011 safety awards. These will be distributed at the awards workshops to be held in January

2012 (Athlone 18 January, Waterford 19 January, Cork 23 January and Dublin 26 January). The spider-graph will give companies an indication of the areas where improvement is needed.

I would like to take this opportunity to thank all the companies who have made submissions to the awards and look forward to receiving their submissions in 2012. To all who helped in the successful running of our conference and awards, I would like to extend a sincere thanks.

### Looking forward

This time last year the Government were considering amalgamating the Health and Safety Authority (HSA) with the National Employment Rights Authority (NERA). Strong opposition to this proposal was voiced by the safety community at the time.

Since then, the Public Sector Reform programme, which proposes that 48 agencies be rationalised by the end of 2012 and a critical review of the future for 46 others be completed by June 2012, makes no mention of the HSA, except to review the proposed move to Thomastown, Co. Kilkenny.

Therefore, it is reasonable to assume that the HSA will continue to exist as a standalone agency. This is great news for the safety community.

### Regional AGMs

At this time of year, NISO's eight regions hold their annual general meeting (AGM). It is important that members attend their AGM and become involved in supporting their region. The NISO regional committees are a



*Pauric Corrigan, president, National Irish Safety Organisation*

very good place for the safety community to promote health and safety and to network.

### Safety quiz

Regional heats of the NISO/NISG annual safety quiz are due to commence in February. Companies are asked to make a special effort to enter teams into their regional quiz finals. The successful novice team and previous entrants team in the region will then go forward to the 39th All Ireland Safety Quiz Final on 21 April 2012 in Athlone. Dates for the regional finals are available on the NISO website: [www.niso.ie](http://www.niso.ie).

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

### Dates For 2012

- NISO AGM, Saturday 21 April 2012, in conjunction with the 2012 All Ireland Quiz Final, to be held in the Radisson Blu Hotel Athlone.

- Annual Conference and Awards Presentation Dinner, Friday 05 September 2012, hosted by our North West region in Sligo.

## Be Winter-Ready website

The 'Be Winter-Ready' campaign was launched last month by Mr Alan Shatter, T.D., Minister for Justice, Equality and Defence, Mr Phil Hogan, T.D., Minister for the Environment, Community and Local Government and Mr Leo Varadkar T.D., Minister for Transport, Tourism and Sport.

The purpose of the campaign is to advise people how to prepare for the severe weather conditions that winter may bring. The 'Be Winter-Ready' website provides practical information to homeowners, road users, schools, the farming community and more.

For further information and to view the 'Be Winter-Ready' campaign, visit: [www.winterready.ie](http://www.winterready.ie).



### DATES FOR 2012

#### Safety Awards Workshop

Athlone, 18 January; Waterford, 19 January; Cork, 23 January; Dublin, 26 January

#### South Region AGM

Cork, 23 January

#### NISO AGM

Athlone, 21 April

#### NISO/NISG All Ireland Quiz Finals

Athlone, 21 April

#### Annual Health and Safety Conference and Awards Presentation

Sligo, 5 September

## EU-OSHA closes record-breaking Safe Maintenance Campaign

The European Agency for Safety and Health at Work (EU-OSHA) brought its two-year safe maintenance campaign to a close last month. The safe maintenance campaign 2010–2011 drew record levels of involvement with EU-OSHA's Europe-wide network of focal points and the 53 pan-European companies and organisations that joined as official campaign partners actively involved.

According to EU-OSHA Director, Dr Christa Sedlatschek, "Since its launch in April 2010, the healthy workplaces campaign on safe maintenance has mobilised some 10,000 people through a series of over 300 partnership meetings, information sessions and awareness raising activities, all with the goal of bringing the importance of safe maintenance to the fore. I am confident that, through this campaign, we have helped to prevent significant numbers

of people being hurt at work in Europe".

The next campaign, entitled 'Working Together for Risk Prevention', is due to be launched in April 2012. The campaign will focus on the twin concepts of leadership and worker involvement. For further information on the healthy workplaces campaign, please visit the EU-OSHA website: [www.osha.europa.eu](http://www.osha.europa.eu).

## IWEA draft Health and Safety Guidelines

The Irish Wind Energy Association (IWEA) has drawn up health and safety guidelines for the onshore wind industry in the island of Ireland. The Association has published draft guidelines and is currently consulting with members and other interested parties.

The draft guidelines set out the principles of successful health and safety management, legislation and standards and cover issues such as site

development and planning, design, construction, operation and maintenance and developing industry best practice.

IWEA have established a group dedicated to health and safety in the wind industry in Ireland. The goals of the health and safety group are: to act as an information sharing forum for IWEA members; to communicate safety best practice and to highlight safety issues to the IWEA

membership; to facilitate the development of safety best practice; and to safeguard the industry through the use of safety alerts, lessons learnt documents and contact information.

To view the health and safety guidelines for the onshore wind industry in the island of Ireland, visit the IWEA website: [www.iwea.com](http://www.iwea.com).



# IOSH Ireland Safety Person of the Year

Raymond Byrne, a barrister and law lecturer, who is currently director of research at the Law Reform Commission, was named the Institution of Occupational Safety and Health (IOSH) Ireland branch occupational safety and health (OSH) person of the

year at a recent award ceremony in Dublin.

Byrne, the author of the *Safety, Health and Welfare at Work Law in Ireland*, was presented with the award by Minister for Jobs, Enterprise and

Innovation, Richard Bruton, T.D., for his contribution to preventing workplace injury and ill-health.

For further information on the IOSH Ireland Safety Person of the Year, please view page 12 of this edition of the NISO Update.



## Be Gas Safe

In the wake of the recent tragedy in Co Sligo due to carbon monoxide (CO) poisoning, information on the dangers of CO can be found by phoning 1850 79 79 79, or by visiting: [www.carbonmonoxide.ie](http://www.carbonmonoxide.ie). The website includes safety precautions such as using a CO alarm that complies with the EN 50291 standard. However, people are asked to remember that a CO alarm is no substitute for regular inspection and maintenance of appliances, vents, flues and chimneys.

In the UK, Gas Safe Charity and the Royal Society for the Prevention of Accidents (RoSPA) have launched 'Be Gas Safe', a major new programme to raise awareness of CO. The programme will see 10,000 families across England receiving a free CO detector and many more receiving safety information on the dangers of CO and steps that can be taken to prevent CO poisoning.

For further information on the 'Be Gas Safe' programme, visit: [www.carbonmonoxidesafety.org.uk](http://www.carbonmonoxidesafety.org.uk).

## RSA Safety Tips

The Road Safety Authority (RSA) has issued safety tips for road users. The safety tips include:

- Check tyres for tread depth and pressure.
- Clear windows and mirrors before setting off.
- Use dipped headlights to make you visible to other road users.
- Leave extra distance between you and the vehicle in front.
- Check if your vehicle has an anti lock braking system (ABS).
- Be prepared by carrying a high visibility vest, tow rope, hazard warning triangle, etc. in your vehicle.
- Stay at home if possible.

For further information on the above safety tips, visit the RSA website: [www.rsa.ie](http://www.rsa.ie).

## Supreme Award Winners 2011

Congratulations to Diamond Innovations Irish Operations, the winners of the NISO/NISG Supreme Award 2011. This award is presented to the organisation which can show a number of years of consistently good or continuously improving health and safety performance or an outstanding contribution to occupational safety, health and welfare during the previous year.

A full list of award winners is available on page eight of this edition of the NISO Update.



# NISO Produce New Feedback Graph for Safety Awards

The National Irish Safety Organisation (NISO) have produced a new feedback graph for participants of the safety awards 2011. The spider-graph will provide participants with an indication of the categories they excelled in and also where they can improve for next year. According to Ted O’Keeffe, NISO’s

operations manager, “the overall aim of the safety awards is to promote and maintain health and safety in the workplace. The standard of award submissions is improving every year and now with the introduction of the spider-graph the standard is set to rise again”.

The new feedback graph will be provided to companies at the safety awards workshops which will take place on 18 January in Athlone, 19 January in Waterford, 23 January in Cork and 26 January in Dublin. For companies who cannot attend the award workshops, the spider-graph will be posted at the end of February.

## HSA Safety Alerts

### Use of Mobile Phone ‘Expert XP-Ex-1’ in Potentially Explosive Atmospheres

The Health and Safety Authority (HSA) have been notified by the European Commission of serious potential dangers of a particular type of mobile phone which is marketed for use in potentially explosive atmospheres. The HSA wish to alert potential suppliers and users of these devices and advise to cease their supply or use in potentially explosive atmospheres.

The phone in question is the ‘Expert XP-Ex-1’ manufactured by Experts Intrinsic Safety Specialists, Groningsewet 7, 2994 LC, Barendrecht, Netherlands.

In light of the documentation available, and the comments or the

absence of comments of the parties concerned, the European Commission considers that the Mobile Phone ‘Expert XP-Ex-1’ fails to comply with the essential health and safety requirements referred to in Article 3 of the Directive 94/9/EC and set out in Annex II, in particular in points 1.0.5 (Marking) and 1.3 (Potential ignition sources). These non-conformities and the related technical deficiencies give rise to serious risks for users.

### LPG Cylinders

The HSA have also issued a warning to all employers who are involved in the filling of LPG cylinders. The warning follows a fatal accident where the contents of a ruptured cylinder ignited causing fatal burn injuries to an employee.

Examination of the cylinder in question revealed that the cylinder had been grossly overfilled and the pressure relief valve designed to prevent over pressurisation was badly corroded and failed to open. The investigation also revealed that the cylinder and relief valve were past their 10 year expiry for re-testing. The cylinder should not have been filled unless it underwent a re-inspection by an authorised test centre to ensure it was safe to remain in use before refilling.

The HSA are advising any employer involved in the filling of LPG cylinders to ensure the following:

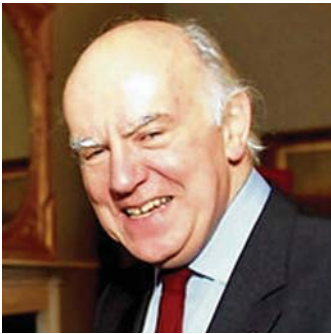
- Employees are suitably trained on the correct filling procedure for the cylinder types that they are using. The employer should consult the appropriate gas company to obtain the correct procedure and necessary training.
- Check cylinder for defects before filling as per gas company instructions.
- The last test date on the cylinder is checked. This will either be stamped on the base ring or the collar. If the date is more than 10 years old, quarantine the cylinder and return to the appropriate gas company for re-inspection.

For further information on these safety alerts, visit the HSA website: [www.hsa.ie](http://www.hsa.ie).



# Health and safety in challenging times

**Nanotechnology, reduced resources, health and safety roles being combined with other roles and the conviction of safety professionals for breaching health and safety law are among the health and safety issues of these challenging times, delegates to the National Irish Safety Organisation's recent annual conference heard.**



*Herbert Mulligan, editor, Health and Safety Review*

The conference opened with Edel Niland, health and safety officer with the Dublin Institute of Technology (DIT), telling delegates that over the three year period 2008 to 2010, twenty-one young persons were killed in workplace accidents. Among the dangers facing young workers are that they work in more hazardous environments, in physically demanding jobs and often have irregular work patterns. To foster a health and safety culture among young workers, Ms Niland said we must communicate the health and safety message using the social networks young people use.

Speaking next, civil defence officer James McConnell, told the conference that every year between 2,500 and 3,000 jobs are lost because of fires in workplaces. Mr McConnell highlighted how easily buildings can be destroyed, by, for example, leaving skips too near buildings so that if a fire

breaks out in the skip it spreads quickly to the building.

Bringing the morning session to a close, Frank Barry, a member of ICTU's health and safety committee and senior consultant at IRSM, clarified many of the mysteries of nanotechnology for delegates. Having told delegates that with nanotechnology non-toxic materials can become toxic, Mr Barry said "We do not know if there are potential harmful effects". "It is important to welcome new technologies". What we need to do is to carry out traditional risk assessments and apply the precautionary principle.

## Resources under threat

Following the morning break, the Health and Safety Authority's (HSA) chief executive, Martin O'Halloran, told the conference that health and safety roles are being combined with other roles. Sometimes these roles are conflicting roles. When carrying out inspections, inspectors are finding that maintenance is being deferred and because of pressure, caused by fewer staff, inspectors are sometimes experiencing a hostile response.

On the positive side, the HSA's BeSMART tool, which has been developed to help

smaller business carry out risk assessments and be compliant, has been positively welcomed by businesses, including the small business representative organisation, ISME. A survey of users found that 90% said BeSMART saved time, while 75% said it saved money.

## Leadership

Opening the afternoon session Keith Scott, head of health and safety with the Royal Mail in the UK, told delegates that to influence decision making one has to "know how decisions are made in your organisation". He told delegates how directors at the Royal Mail had been brought into the health and safety fold. A training programme for directors was devised and delivered and directors were required to have an annual personal safety plan. Health and safety is now the number one KPI (key performance indicator) for managers.

Saying that the Royal Mail celebrates its health and safety successes, he said that the organisation, which employs 165,000 workers, had no fatalities in 2010 and there were 5,090 fewer accidents.

Brendan Butler, Shell E&P Ireland, deputy director on the Corrib Gas Field project told delegates "Leadership starts where it finishes. Show personal interest and personal

commitment". Shell, he said, hold health, safety and the environment as a value, not a priority. Discussing the challenges presented in managing health and safety at the Corrib site, he said among the challenges were upskilling local workers, the rural environment and the most troublesome of all, frequent road traffic accidents on the access roads to the site. Saying that had to change, he said one of the actions taken by Shell was if a person breached site safety rules they were "banned from the site for three months". By providing leadership, lost time accidents were reduced and there was a nine fold improvement in performance.

Bringing the conference to a close, Siobhan Donnelly, a solicitor specialising in health and safety, delivered a sobering message. Speaking about the recent conviction of a Northern Ireland based health and safety professional for breaches of health and safety law, by not carrying out an adequate risk assessment, Ms Donnelly said the simple way to defend yourself is to define the work you do. Put it in writing: this is what I will do, this is what it will cost and this is the timeframe. Never take on work for which you are not covered by professional indemnity insurance.



# Effective Safety Leadership



Keith Scott, head of health safety,  
Royal Mail

**Keith Scott, head of health and safety with the Royal Mail in the UK and speaker at the National Irish Safety Organisation's recent annual conference, writes on effective safety leadership: strategic safety leadership in practice.**

The challenge for safety professionals is to understand what role they play in the organisation and if it changes between situation and task. Often they see themselves as simply advisors and sometimes managers but do they ever consider themselves as leaders? So what is the difference between leadership and management?

*'Management is doing things right; leadership is doing the right things'.*

Peter F. Drucker

*'Leadership is the art of getting someone else to do something you want done because he wants to do it'.*

Dwight Eisenhower

Considering the quotes above, is leadership a part of management, or is management a part of leadership? The answer of course is 'yes' to both depending on the circumstances. The difficulty

for the individual is identifying when they are expected to lead or manage in a given situation. This can be made more complicated for the individual by their position within the structure or organisation, their level of knowledge, training and the information made available to them. For example, if a manager is given clear instructions to 'lead' on a project, then they usually do. However, the manager needs to be given clear instructions, including among other things, the level of authority, resources and time limits set. There also needs to be trust on both sides so that you can proceed with confidence in what might be an unusual role or situation.

## Safety leadership

Occasionally the senior safety adviser or manager will be presented with the opportunity to lead on safety by making some positive practical suggestions of what good safety leadership looks like. Often safety practitioners are asked by their business leaders what they should do to improve safety. Practitioners can get tied up in 'safety speak' and start to wax lyrical about improving the 'safety management system' or 'safety culture', I suggest at that point you have probably just lost an opportunity to influence, which may not come around again. Of course what the business leaders usually want is the answer to the following questions:

- What should they actually do to improve safety?
- What does good safety look like (or should look like) in their organisation?
- How do they demonstrate good strategic safety leadership?

Let's consider possible answers in more detail:

## Board and or senior managers

- Ask questions on what health and safety hazards or risks could have an impact on business objectives. What are your organisation's top five hazards and have you done anything to remove or reduce the residual risks? Do you know what the return on investment is for good safety performance in your organisation?

## Holistic decision making processes

- Make the decision, assign responsibility, set the time scale and check delivery. Ensure the decisions which are made are 'governed' and closed out. I often refer to this as the four 'D's'.

- Make a **Decision**,
- **Delegate** the responsibility,
- Set the **Date** for delivery or completion,
- Check that the above has been **Done**.

## Objectives, performance and sanctions

- Does the board or senior managers set objectives and monitor health and safety performance, passing sanctions when necessary? Do your performance measures reflect achievement as well as failure? If the information derived from measurement cannot be used as a means to understand the basis of performance then it is of little use. Are there leading as well as lagging indicators of performance? Does the organisation celebrate success in safety?

**Training** - Have you identified the competencies required for good operational performance?

These may be identified in people's job descriptions and will at least take into account the competencies required for specific tasks or functions etc. Do you know what behaviours the organisation wishes to implant as normal for the organisation? Has a training needs analysis been conducted, identifying any gaps between the behaviours demonstrated and those required? Have you considered the differences and any potential benefits in 'training' (provided) as opposed to learning and development (obtained)?

**Engagement** - How does top level management know what is taking place at the operational delivery level? Do they have a programme of visits; generate relationships with offices, areas or regions? Do they meet people or read reports or a mixture of the two? Do they observe operation and listen to the front line staff? Does the organisation communicate or create dialogue with staff at all levels? Dialogue in this context means creating meaningful discussion and interaction up, down and across the organisation. Engagement also includes challenging and clarification of information.

**Challenge** - Does the board constructively challenge whilst seeking the truth? Scrutiny of facts and figures and perceptions are important. Does the data capture and knowledge management system allow accurate information to be provided to inform the decision making processes? Does the board know why they have or have not achieved their safety objectives?

*continued next page*

*'Only when you know why you have hit the target can you truly say you have learnt archery'- Chinese proverb*

### Summary

In summary, leaders not only need to be innovative thinkers providing the new or alternative ideas, but they also need to be proactive managers checking

that their organisation 'does what it says on the tin'. By setting safety objectives, asking the appropriate questions, ensuring good governance and demonstrating positive actions. Business and safety leaders should be leading by example. It is very often said that you are judged not only on what you say but what you do.

As safety practitioners we need to consider developing or maintaining those skills that we need to support the leadership, management and operational safety functions within the business.

*Saving Lives Through Leadership: leadership for health and safety practitioners*

By Keith Scott & Barry Holt  
Published by IIRSM (ISBN 978-0-9566017-3-5).

www.iirsm.org  
Available via Amazon.  
www.amazon.co.uk

## Safety Award Winners 2011

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.

Supreme Award	Diamond Innovations Irish Operations
President's Award Large Size Organisation	Medtronic
President's Award Medium Size Organisation	Cold Chon Galway Ltd. (Chemoran)
President's Award Small Size Organisation	Road Maintenance Services Ltd.
President's Award New Entrant	Alkermes Pharma Ireland Ltd.
President's Award Construction	Northstone Materials Division
Platinum Award	Swords Laboratories
Platinum Award	Masonite Ireland
Platinum Award	PSE Kinsale Energy Limited
Chemical-Pharmaceutical Award	Allergan Pharmaceutical
Electronic Manufacturing-Assembly Award	Xerox Technology
Facilities Management Award	Serco Local Government and Commercial
Local Authority Award	Fingal County Council
Medical Devices Award	Abbott Ireland Diagnostics Sligo
Medical Services Award	Bon Secours Hospital Cork
Public Service Award	Com Reg
Service Award	Belfast Harbour Commissioners
Sport & Leisure Award	Páirc an Chrócaigh Teo.
Overall Regional Award	Helsinn Birex Pharmaceuticals
Northern Ireland Award	TAL Civil Engineering Ltd.
Regional Award (East)	PM Group
Regional Award (Mid West)	Pfizer Ireland Pharmaceuticals t/a Wyeth Nutritional Ireland
Regional Award (Midlands)	Covidien, Athlone
Regional Award (North East)	JMA Contracts Ltd.
Regional Award (North West)	St Joseph's Private Hospital Sligo
Regional Award (South East)	Lake Region Medical Limited (New Ross)
Regional Award (South)	Dornan Engineering Ltd.
Regional Award (West)	Aramark University Hospital Galway

Construction Building Services Award	Jones Engineering Group
Construction Civil Engineering Award	Roadbridge
Construction Consulting Engineers Award	RPS Consulting Engineers
Construction House Building Award	David Patton & Sons (NI) Ltd.
Construction Industrial-Commercial Award	John Sisk and Son Ltd.
Construction Utility Services Award	Sierra Support Services Group

Diamond Innovations Irish Operations 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.



L to R - Tom Stephenson, NISG chairperson; Neil O'Carroll, lead executive, ConocoPhillips Whitegate Refinery Ltd.; Ronan Magner, EHS leader, Diamond Innovations Irish Operations, Supreme Safety Award winners of 2011; Seán Kelly, MEP; Pauric Corrigan, NISO President





Abbott Ireland Diagnostics Sligo, Business Sector Award (Medical Devices Award)

Best New Entry Large Size Organisation Award	Transitions Optical Ltd.
Best New Entry Medium Size Organisation Award	TLI Group
Best New Entry Small Sized Organisation Award	Coffey Water Ltd.
Distinction	Abbott Diagnostics Division Longford
Distinction	BAM Building Ltd.
Distinction	BAM Civil Ltd.
Distinction	Clarochem Ireland Ltd.
Distinction	Cordil Construction
Distinction	Covidien
Distinction	Dalkia Ireland
Distinction	Designer Group Engineering Contractors
Distinction	GE Healthcare - Cork
Distinction	Griffin Brothers Contracting Ltd.
Distinction	Kirby Group Engineering Ltd.
Distinction	Mercury Engineering
Distinction	O'Connor Sutton Cronin
Distinction	MSD Brinny
Distinction	SIAC Butlers Steel Ltd.
Distinction	Univar Ireland Ltd.
Distinction	Lagan Construction
Highly Commended	Aramex
Highly Commended	Cagney Contract Cleaning
Highly Commended	Cold Chon (Galway) Ltd. Sligo
Highly Commended	Connacht Gold Co-Operative Society Ltd.
Highly Commended	Dairygold Quality Feeds, Lombardstown Feed Mill
Highly Commended	Denis Moriarty The Kerries Ltd.
Highly Commended	Element Six Ltd.
Highly Commended	GMC Civil and Mechanical Engineering Ltd.
Highly Commended	Hertel (Ireland) Ltd.
Highly Commended	Holgate Infrastructure and Motorway Services
Highly Commended	John Graham (Dromore) Ltd.
Highly Commended	John Paul Construction
Highly Commended	Kilcawley Construction
Highly Commended	KTL
Highly Commended	Lagan Cement
Highly Commended	Lufthansa Technik Airmotive Ireland
Highly Commended	P&D Lydon
Highly Commended	Pepsi Co. Ireland

Highly Commended	Rotary M&E Services (Irl) Ltd.
Highly Commended	Sky Handling Partner Limited
Highly Commended	SMS Group Ltd.
Highly Commended	The Galway Clinic
Highly Commended	Veolia Environmental Services Technical Solutions Ltd.
Highly Commended	Veolia Water Ireland
Highly Commended	Walls Construction Ltd.
Highly Commended	Winthrop Engineering Ltd.
Highly Commended	Powerteam Electrical Services Ltd.
Commended	Acacia Facilities Management Ltd.
Commended	Acuman Facilities Management
Commended	Brian Conneely & Co Ltd.
Commended	Bristol - Myers Squibb, Cruiseraith
Commended	Caroline Connolly McLoughlin Childminding Services
Commended	CIET Utility Infrastructure Ltd.
Commended	JRE Group, Engineers and Contractors
Commended	K Leisure
Commended	Lagan Tile
Commended	LeisureWorld Cork
Commended	Maveric Contractors
Commended	MSL Engineering Ltd.
Commended	Obelisk Group
Commended	Oran Pre-Cast Ltd.
Commended	Moy Park Ltd. Craigavon
Commended	Northern Ireland Fire and Rescue Service
Commended	McLaughlin & Harvey Ltd.
Merit	Coffey Construction (I) Ltd.
Merit	Cork County Council
Merit	Greenstar Ltd.
Merit	M.J. Conroy and Sons Ltd.
Merit	SIAC Roofing and Cladding Ltd.
Merit	Skyway Ltd.
Merit	Sodexo Ireland
Merit	Glenline Telecoms
Recognition	Aura Sport and Leisure Management Ltd.
Recognition	Healy Brothers
Recognition	Leitrim County Council
Recognition	Merit Medical Ireland Ltd.



Aramark University Hospital Galway, Regional Award (West)

# Update from the Health and Safety Authority

**Deirdre Sinnott, head of the transport safety unit with the Health and Safety Authority (HSA), writes about maintenance and work-related vehicle safety.**

## Introduction

Almost half of workplace deaths reported to the HSA involve a vehicle and up to a third of all road deaths involve work related vehicles. Thousands of workers are injured each year in incidents involving vehicles that result in days lost from work. Poor vehicle maintenance is a key contributor to work related vehicle collisions and incidents.

All vehicles are subject to wear and tear and unless maintained at regular intervals, this wear and tear will eventually result in unsafe vehicles, vehicle breakdown or incidents. Regular planned maintenance is a critical step in avoidance and prevention of unsafe vehicle conditions. A vehicle maintenance program helps to maintain a high standard of vehicle roadworthiness and to identify defects,

maladjustment or damage at an early stage before they become a safety issue or a major cost.

## Business benefits

Well maintained vehicles are more reliable and cheaper to run. A well maintained vehicle minimises vehicle downtime, is more fuel efficient, extends the lifespan of the vehicle, improves resale value and on balance saves you money by minimising costs. Poorly maintained vehicles can cause accidents and injury to drivers, passengers, other workers and even members of the public.

Failure to maintain vehicles is false economy and can result in reduction in business productivity and damage your company's reputation. In addition, if a vehicle is found to be faulty by road traffic enforcement personnel, your work journey may be delayed until you rectify the problem or in serious cases, the vehicle may be detained resulting in loss of income, fines, prosecution and associated legal costs.

Managing work-related road safety, including vehicle maintenance, has benefits for businesses of all sizes, for example:

- fewer days lost due to

injuries associated with vehicles,

- fewer vehicles off the road for repair,
- reduced maintenance costs,
- fewer missed orders,
- fewer insurance claims,
- less need for investigation and follow-up,
- less pollution and more fuel-efficiency from vehicles,
- less risk of damage to company image or brand.

## Employers' responsibilities

Vehicle maintenance and other work-related vehicle safety issues, these should be integrated into

arrangements for managing health and safety of any business that involves the use of vehicles for work. This in turn should be part of everyday business management. In essence, employers must put the people, policies and procedures in place to effectively manage vehicle related risks and ensure vehicles used for work are safe, suitable and fit for purpose.

Vehicles used on the public road must comply with road traffic legislation, such as regular examinations for road worthiness. Occupational



safety and health (OSH) legislation requires employers to assess risks and take appropriate steps to ensure the health and safety of their employees. This includes risks associated with at work vehicle use. The law applies whether this is in a company provided vehicle, hired vehicle, or the employees own vehicle. Vehicles are also covered by OSH legislation on the use of work equipment. Any other equipment used with vehicles should be safe and suitable, for example, equipment used to load and unload vehicles such as forklifts or vehicle mounted cranes or lifts.

Practically this means ensuring that vehicles are:

- fit for the purpose for which they are used,
- designed for safety, by fitting them with safety systems such as electronic braking systems, overload indicators, speed-limiting devices, power steering, etc,
- maintained in a safe and fit condition; a well-maintained exhaust system helps compliance with road vehicle legislation, but also helps reduce noise and fume exposure to workers.

### **Managing vehicle maintenance in practice**

Steps should be taken to ensure vehicle maintenance is planned and organised just like any other business management activity. There should be clear procedures and arrangements that everyone is informed about

and form part of daily work. Ensuring that vehicles are properly maintained involves:

- identifying a person(s) responsible,
- planning for the servicing of vehicles – service requirements should be based on the manufacturer's recommendations and defined by the company. The frequency of controls should depend on the conditions under which vehicles are used,
- monitoring the status of vehicles on a daily basis,
- vehicle users reporting any problems during use, according to established procedures (e.g. report form, intervention request form),
- further involving staff by getting them to do daily and weekly vehicle checks. Basic checks before any journey include: are windows and mirrors clean? Are tyres, brakes, steering and lights in good condition?
- instructing and training staff on maintenance arrangements and specific procedures for their vehicles,
- insisting that vehicles owned by drivers themselves are also properly maintained and regularly serviced.

### **Daily vehicle checks by drivers**

Carrying out vehicle checks should be part of the daily driving routine. Before drivers even step into their vehicles there are certain checks they should be making to ensure they are



not putting themselves and others at unnecessary risk.

To assist drivers in carrying out these checks, An Garda Síochána, the HSA and the Road Safety Authority have produced a series of posters and sample checklists highlighting the main items to check. As each make and model of vehicle has a unique design, the sample checklists are not exhaustive and it is recommended that employers tailor the sample checklists to include items specific to the vehicle make and model, as well as any other additional equipment fitted to the vehicle post production. Copies of the posters and checklists can be downloaded for free from the driving for work

section on the HSA's website.

### **Leadership and involvement**

Regarding all aspects of health and safety management, employers should seek the views of their employees. Worker consultation is a legal requirement and they have firsthand experience of what happens in practice. Commitment should be demonstrated from the top, this includes setting a good example, and managers and supervisors should play an active role.

For further information on this topic please visit the vehicles at work section on the HSA website: [www.hsa.ie](http://www.hsa.ie), or call the HSA on 1890 289389.



# Man of the law nets top health and safety accolade

**The man whose work on safety and health law that has influenced some of Ireland's legislative developments in work-related safety, health and welfare, recently scooped a prestigious award.**

The Institution of Occupational Safety and Health (IOSH) Ireland branch named Raymond Byrne its occupational safety and health (OSH) person of the year in Dublin, in October, because of his contribution to preventing workplace injury and ill-health.

## **Raymond Byrne**

Raymond Byrne has been teaching and writing about safety and health law for over 20 years. More recently, he has been director of research with the Law Reform Commission, whose statutory mandate is to keep the law under review.

Mr Byrne said “It’s a great honour to know that the many members of IOSH believe that you have made a difference to an area that is so important for the 1.8 million people at work in

Ireland. The Institution does great work and I’m happy to be able to play some part in the ongoing goal of preventing workplace accidents and ill-health.

“It’s hard to imagine that only just over 20 years ago the rate of work-related deaths was six per 100,000. Since then it has been more than halved. And it’s because of the work of organisations like the Health and Safety Authority and IOSH that many thousands of people are working in safer and healthier workplaces.

“It would be terrible to think that we would have to bear all the costs – human, social and financial – if we were not able to continue with all the good work of the last 20 years”, he added.

## **Fresh outlook**

IOSH Ireland branch chair Declan Gibney praised the work of experts like Mr Byrne, whose fresh outlook on health and safety does great work in improving it from a different perspective.

According to Mr Gibney, “Raymond’s championing of the safety, health and welfare cause has made a big difference over the years. His authoritative, knowledgeable voice has

had a very positive impact on our profession and without the effort and hard work of people like him, Ireland would not be in the strong position it is today to build on its health and safety record”.

Minister Bruton, T.D., presented the award to Mr Byrne and paid tribute to his work. He said “A lot of good work has been done in recent years to reduce the unacceptably high number of deaths every year in Irish workplaces, but more must be done.

“Everyone with an interest in workplace safety – including employers, workers and government, through to the Health and Safety Authority, professional organisations like IOSH and experts like Raymond Byrne - has an important role to play in building on the achievements so far, and I urge them to continue working hard in close cooperation with each other to reduce workplace fatalities.

“I am delighted to be



involved in this event to recognise people who have made a contribution to this crucial area, and I congratulate Raymond Byrne in particular on the excellent work he has done”.

## **Safety and health law**

Mr Byrne is the author of leading textbook *Safety, Health and Welfare at Work Law in Ireland* and co-founded a postgraduate master’s programme in safety and health at Dublin City University. His writing on safety and health law has been widely acknowledged as having influenced the ongoing development and reform of Ireland’s legislation, now contained in the *Safety, Health and Welfare at Work Act 2005*.

# Help on accident reporting, ladder safety and welfare facilities.

## Brian O'Connor answers members' queries.

### Question 1

**My workplace involves the delivery of oil to both homeowners and workplaces. Can you please tell me in both cases who is responsible for reporting an accident?**

### Answer 1

The reporting of accidents at work is covered in Part X of the *Safety, Health and Welfare at Work (General Application) Regulations 1993*. Part X of these regulations is one of two sections that were not revoked with the introduction of the *Safety, Health and Welfare at*

*Work (General Application) Regulations 2007*.

Firstly, in the case that a member of the public is injured at a workplace and requires medical treatment, the person responsible for reporting the accident to the Health and Safety Authority (HSA) is the person having control over the workplace.

Secondly, if your employee is involved in an accident during the course of his/her work, which results in that person either dying or being prevented from performing his/her normal work for more than three

consecutive days, excluding the day of the accident, then it is your responsibility as employer to report the accident. Please note that where an accident at work causes loss of life to a person, no person shall disturb the place where the accident occurred or tamper with anything thereat before:

- i) that place has been inspected by an inspector, or,
- ii) the expiration of three clear days after notification of the accident.

Accidents can be reported to the HSA in two ways:

- i) completing the Incident Report Form (IR1) and post the completed form to the Workplace Contact Unit, Health and Safety Authority, The Metropolitan Building, James Joyce Street, Dublin 1, or,
- ii) via the HSA website: [www.hsa.ie](http://www.hsa.ie).

For further information on the reporting of accidents, please visit the HSA website: [www.hsa.ie](http://www.hsa.ie).

### Question 2

**My occupation involves a lot of roof-work so a ladder is required on a daily basis. Is there a maximum height that you should not exceed when safely using a ladder?**



Brian O'Connor, health and safety specialist, National Irish Safety Organisation

### Answer 2

There is no specific height that you should not exceed when safely using a ladder. However, as per the *Safety, Health and Welfare at Work (General Application) Regulations 2007*, 'where a ladder, or run of ladders, rises a vertical distance of 9 m or more above its base, sufficient safe landing areas or rest platforms are provided at suitable intervals, where reasonably practicable'.

9 m is also referred to in an information sheet produced by the Health and Safety Executive (health and safety body in Great Britain) titled *Safety in window cleaning using portable ladders*. This information sheet states 'Current best practice is to limit ladder length to a maximum of 9 m'.

*continued next page*







Although 9 m is included in the above documents, the underlying principle when deciding on the safe use of a ladder is to carry out a risk assessment. According to the *Safety, Health and Welfare at Work (General Application) Regulations 2007*, ‘An employer shall ensure that a ladder is used for work at height only if the risk assessment has demonstrated that the use of more suitable work equipment is not justified because:

- the level of risk is low, and,
- the duration is short, or,
- existing features at the place of work cannot be altered’.

This means that you must only use a ladder where a risk assessment shows the use of other work equipment is not practical. When undertaking a risk assessment, the following factors need to be considered: the work activity,

equipment to be used, duration of work, location of the work activity, working environment, condition and stability of existing work surfaces and the physical capabilities of the workers.

For further information and guidance on carrying out a risk assessment to decide whether a ladder is suitable for the task, please view the Health and Safety Authority’s (HSA) information sheet – *Using Ladders Safely*, and also the *Guide to the Safety, Health and Welfare at Work (General Application) Regulations 2007, Part 4: Work at Height*. Both documents are available from the HSA website: [www.hsa.ie](http://www.hsa.ie).

## Question 3

**I am the employer of a small factory. Can you please let me know, under health and safety legislation, is it a**

**requirement that heating and hot running water be provided? Also, have you any other advice on the provision of welfare facilities?**

## Answer 3

As per the *Safety, Health and Welfare at Work (General Application) Regulations 2007*, ‘an employer shall ensure that during working hours, the temperature in rooms containing workstations is appropriate for human beings, having regard to the working methods being used and the physical demands placed on the employees’. There are further provisions regarding room temperature for sedentary office work and other sedentary work. The employer may also need to provide local heating or cooling at individual workstations if necessary.

Regarding hot running water, an employer shall provide and

maintain an adequate number of lavatories and washbasins, with hot and cold running water.

Other welfare facilities an employer shall provide include an adequate supply of potable drinking water; facilities for boiling water and taking meals; rest room or rest area if required; changing room and lockers if required. The employer also has a responsibility to ensure that any place of work is maintained in a clean and hygienic condition and that any rubbish, dirt, refuse and waste is not allowed to accumulate and is removed on a regular basis.

Further information on workplace welfare facilities is available in the *Guide to the Safety, Health and Welfare at Work (General Application) Regulations 2007 Chapter 1 of Part 2: Workplace*. This document is available from the Health and Safety Authority website: [www.hsa.ie](http://www.hsa.ie).



# New Irish legislation and information guides

## September 2011 - December 2011



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

### Acts of the Oireachtas

#### Civil Law (Miscellaneous Provisions) Act 2011 (No. 23 of 2011)

Part 3 of the Civil Law (Miscellaneous Provisions) Act 2011 deals with liability for negligence of good samaritans, volunteers and volunteer organisations. The commencement date relating to Part 3 of the Act was 2 August 2011.

### Statutory Instruments

#### European Communities (Carriage of Dangerous Goods by Road and Use of Transportable Pressure Equipment) Regulations 2011 (S.I. No. 349 of 2011)

This notice advises all operators who are responsible for the consignment and carriage of dangerous goods which involves cross border use of vehicles and tanks between Ireland and Northern Ireland. The regulations were signed by the Minister for Jobs, Enterprise and Innovation on 1 July 2011.

#### Radiological Protection Act, 1991 (Nuclear Safety) Order 2011. (S.I. No. 390 of 2011)

This order transposes Ireland's obligations in relation to Directive 2009/71/Euratom. This regulation was signed by the Minister for the Environment, Community and Local Government on 22 July 2011.

#### European Communities (Road Infrastructure Safety Management) Regulations 2011 (S.I. No. 472 of 2011)

These regulations give effect to Directive 2008/96/EC of the European Parliament and of the Council of 19 November 2008

on road infrastructure safety management and were signed by the Minister for Transport, Tourism and Sport on 21 September 2011.

#### Road Traffic (Licensing of Drivers) (Amendment) (No. 2) Regulations 2011 (S.I. No. 483 of 2011)

These regulations amend the driver licensing regulations in order to comply with the requirements of Directive 2006/126/EC of the European Parliament and Council. These regulations come into force on 19 January 2013.

#### European Communities (General Food Law) (Amendment) Regulations 2011. (S.I. No. 500 of 2011)

These regulations lay down the general principles and requirements of food law, establishing the European Food Safety Authority and laying down procedures in matters of food safety.

#### Road Traffic Act 2010 (Sections 15 and 17) (Prescribed Forms) Regulations 2011. (S.I. No. 540 of 2011)

#### Road Traffic Act 2010 (Section 13) (Prescribed Form and Manner of Statements) Regulations 2011 (S.I. No. 541 of 2011)

These regulations relate to the Road Traffic Act 2010 and came into operation on 28th October 2011. Further commencement orders relating to the Road Traffic Act 2010 and 2011 can be downloaded from the NISO website.

#### European Communities (Road Transport) (Working Conditions and Road Safety) (Amendment) Regulations 2011. (S.I. No. 578 of 2011)

These regulations relate to the fees payable for digital tachograph cards and circumstances where the cards can be refused by the Road Safety Authority (RSA). These regulations came into effect on 1 December 2011.

#### Road Traffic Act 2010 (Fixed Penalty Notice - Drink Driving) Regulations 2011

#### (S.I. No. 595 of 2011)

These regulations prescribe the form of the notice and document to be used in the enforcement of certain drink driving offences. These regulations came into operation on 17 November 2011.

The legislation listed can be downloaded from the NISO website: [www.niso.ie](http://www.niso.ie).

### Guides, Information and Code of Practice

#### Code of Practice for Chemical Agent Regulations 2011

This code of practice provides practical guidance in relation to occupational exposure limit values (OELVs). This code of practice came into operation on 5 December 2011.

#### Protecting Healthcare Workers from Exposure to Tuberculosis

#### Controlling Legionnaires Disease in Healthcare Settings

#### Intoxicants at Work Information Sheet

#### Guidance on the Management of Manual Handling in Healthcare

#### Taking Care of Business Three Year Plan 2011 - 2013

The above guidance and information sheets, produced by the Health and Safety Authority (HSA), are aimed at both employers and employees and can be downloaded from the HSA website.

The listed guides, information and codes of practice are available from the HSA website: [www.hsa.ie](http://www.hsa.ie).

### Latest Statistics

The latest workplace fatality statistics as of 22 December 2011 show there were 54 fatalities so far this year compared with 48 for the whole of last year.

Employment Sector	2011	2010	2009	2008
A-Agriculture, forestry and fishing	26	29	13	22
B-Mining and quarrying	1	0	2	1
C-Manufacturing	2	2	1	6
D-Electricity; gas, steam and air conditioning supply	0	0	0	0
E-Water supply, sewerage, waste management and remediation activities	3	2	0	2
F-Construction	6	6	10	15
G-Wholesale and retail trade; repair of motor vehicles and personal goods	2	4	2	3
H-Transportation and storage	8	3	6	3
I-Accommodation and food service activities	1	0	1	0
J-Information and communication	0	0	0	0
K-Financial and insurance activities	0	0	0	0
L-Real estate activities	0	0	0	0
M-Professional, scientific and technical activities	2	0	1	1
N-Administrative and support service activities	0	0	1	0
O-Public administration and defence; compulsory social security	1	0	2	1
P-Education	0	0	2	0
Q-Human health and social work activities	1	1	1	0
R-Arts, entertainment and recreation	1	1	0	1
S-Other service activities	0	0	1	2
<b>Total fatalities</b>	<b>54</b>	<b>48</b>	<b>43</b>	<b>57</b>

Source: [www.hsa.ie](http://www.hsa.ie)

# National Irish Safety Organisation Events Diary



Please keep an eye on our website: [www.niso.ie](http://www.niso.ie) for forthcoming courses in 2012.

## 1. Courses scheduled at NISO Training Centre, Ballymount, Dublin 12

**Safety and Health at Work, D20165, FETAC Level 5**  
(Course Length: 10 weeks, Tuesdays from 2pm - 6pm, plus a 1.5 hours exam)  
Commences 7 February

**Safe Pass Course**  
(Course Length: 1 day)  
20 January / 27 January / 3 February / 10 February

**Health and Safety Representation Course, L22487, FETAC Level 5**  
(Course Length: 3 days)  
23, 24, 25 January

**Manual Handling Instructor Course, 6N0233, FETAC Level 6**  
(Course Length: 5 days)  
6, 7, 8, 13, 14 February

**VDU/DSE Assessors Course**  
(Course Length: 1 day)  
30 January

**Basic Manual Handling Course**  
(Course Length: Half day)  
25 January

**Occupational First Aid Course, FETAC Level 5**  
(Course Length: 3 days)  
Date to be confirmed

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

## 2. Courses and events nationally

### EAST REGION

**Safety Award Workshop**  
Venue: City North Hotel, Gormanstown  
26 January

**Safety and General Knowledge Quiz**  
1 March

### MIDLAND REGION

**Course: NISO Introduction to Occupational Safety and Health**  
Venue: Athlone Institute of Technology  
(Course Length: 13 wks, Mon for 2hrs)  
6 February  
Contact:  
Dr Sean Reidy - 090 642 4400  
[midland@niso.ie](mailto:midland@niso.ie)

**Safety Award Workshop**  
Venue: Sheraton Hotel, Athlone  
18 January

**Safety and General Knowledge Quiz**  
22 March

### MIDWEST REGION

**Course: NISO Introduction to Occupational Safety and Health**  
Venue: Limerick Institute of Technology  
(Course Length: 13 wks, Tue for 2 hrs)

31 January  
Contact:  
Trevor Montgomery - 087 695 7362  
[www.lit.ie/LifelongLearning/Courses/](http://www.lit.ie/LifelongLearning/Courses/)

**Safety and General Knowledge Quiz**  
21 March

### NORTH EAST REGION

**Course: NISO Introduction to Occupational Safety and Health**  
Venue: Dundalk Institute of Technology  
(Course Length: 13 wks, Tue for 2 hrs)  
Commencing date to be confirmed  
Contact: [emailnortheast@niso.ie](mailto:emailnortheast@niso.ie)

**Course: NISO Health and Safety Representation Course, L22487, FETAC Level 5**  
Venue: Dundalk Institute of Technology  
(Course Length: 13 wks, Tue for 2 hrs)  
Commencing date to be confirmed  
Contact: [emailnortheast@niso.ie](mailto:emailnortheast@niso.ie)

**Safety Award Workshop**  
Venue: City North Hotel, Gormanstown  
26 January

**Safety and General Knowledge Quiz**  
6 March

### SOUTH EAST REGION

**Safety Award Workshop**  
Venue: Ramada Hotel, Waterford  
19 January

**Safety and General Knowledge Quiz**  
17 February

### WEST REGION

**Safety and General Knowledge Quiz**  
23 February

### NORTH WEST REGION

**Safety and General Knowledge Quiz**  
15 March

### SOUTHERN REGION

**Safety Award Workshop**  
Venue: Oriel House Hotel, Cork  
23 January

**Regional Annual General Meeting**  
Venue: Cork  
23 January

**Safety and General Knowledge Quiz**  
30 March

### NORTHERN IRELAND

**Safety and General Knowledge Quiz**  
23 March

## 3. National Events

**NISO/NISG All Ireland Safety Quiz Final**  
Venue: Radisson Blu, Athlone, Co Westmeath  
21 April

**NISO Annual General Meeting**  
Venue: Radisson Blu, Athlone, Co Westmeath  
21 April



NISO, A11 Calmount Park, Calmount Avenue, Ballymount, Dublin 12.  
Tel: 01 465 9760 Fax: 01 465 9765 Email: [info@niso.ie](mailto:info@niso.ie) Website: [www.niso.ie](http://www.niso.ie)