

National Irish Safety Organisation

# Update!



Celebrating  
**50**  
years

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

AUTUMN 2013

## Safety Award Winners 2013



INSIDE

**CONSTRUCTION  
REGULATIONS**

**REACH:  
SECURING YOUR  
SUPPLY CHAIN**

National Irish Safety Organisation

# Update!

## IN THIS ISSUE

Editorial/  
President's Message .....2

NISO/National News.....3-4

## FEATURES

Construction Regulations.....5

Safety Award Winners  
2013.....6

## FORUM

Helen Hourihane, HSA,  
writes on the thousands  
of businesses that are  
benefiting from  
BeSMART.ie.....10

Joanne Harmon, HSA,  
writes about the second  
healthcare competition  
aimed at nursing and  
midwifery students.....10-11

REACH: Securing Your  
Supply Chain .....12

A Good All Rounder .....13

Helpline.....14-15

National Irish Safety  
Organisation  
Events Diary.....16



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*Pauric Corrigan, president,  
National Irish Safety Organisation*

# NISO President Reflects on 2013 Conference and Safety Awards

The National Irish Safety Organisation's (NISO) 50th annual conference and safety awards presentation, held on 4 October, was an overwhelming success. As president of the organisation in its 50th year, it was a privilege to oversee and have been part of this great event.

The conference entitled *Safety 50 and Beyond* reflected on the role that NISO has played in promoting occupational safety, health and welfare in the workplace and included a panel of both national and international speakers who reflected on the past and discussed the future of health and safety. I would like to thank both delegates and speakers who all contributed to the success of the conference.

## Safety awards

The All Ireland Safety Awards Presentation gala dinner followed the conference. The success and popularity of this event was reflected by the numbers in attendance and the venue accommodated its maximum capacity. Well done to all who supported this great event that showcases the achievements of various organisations within the field of health and safety. The awards were co-presented by Lucinda Creighton, T.D.; Priscilla Woods, Northern Ireland Safety Group (NISG); Dermot Carey, Construction

Industry Federation; Conor Loughran, NIFAST and Pauric Corrigan, NISO president.

This year saw the introduction of the new gold award, silver award and bronze award. As announced in 2012, platinum awards, which are awarded to the previous year's supreme award winner, will be phased out by the year 2015. Affected organisations are those who have won the Supreme Award from 2012 on.

I would like to congratulate GE Healthcare who received the supreme award, Cold Chon (Galway) Ltd. (Chemoran) who received the gold award, Helsinn Birex Pharmaceuticals who received the silver award and Road Maintenance Services Ltd. who received the bronze award.

I also extend my sincere congratulations to all the recipients of awards and your goal should be to achieve one of the above awards in the years ahead. Please do share your success in your place of work as this is an award that reflects on the whole of the organisation.

I would also like to congratulate Rose Construction on winning the NISO Small / Sub Contractor Safety Innovation Award 2013 in association with the Construction Safety

Partnership. Congratulations also to Deirdre Rooney of Bristol Myers Squibb Cruiseraith on winning the NISO Safety Representative of the Year Award 2013 in association with Nifast.

I would also like to acknowledge and thank the award adjudicators for the excellent work that they do every year.

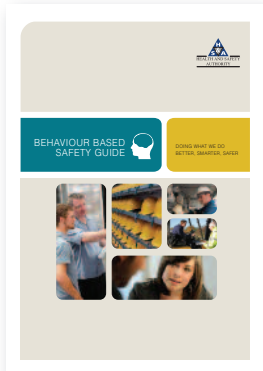
## Workshops

Over the past number of years, many initiatives such as the awards workshops and feedback have been introduced to allow organisations establish areas for improvement in their submissions. The workshops are being scheduled again for January/February 2014 and feedback in the form of a spidergraph will be presented to organisations at this time.

As president, on behalf of NISO, fellow officers, executive committee members, NISG and staff at head office, I would like to extend my sincere thanks to all who helped in the successful running of our conference and All Ireland Safety Awards 2013. My wish is that this great event, the All Ireland Safety Awards, will still be presenting awards in 2063 when it celebrates its 100th year.

# HSA Publications

## Behaviour Based Safety Guide



This guide introduces the concept of a 'total safety culture' and defines this culture as one in which:

- individuals hold safety as a value and not just a priority,
- individuals take responsibility for the safety of their co-workers in addition to themselves, and
- all levels of employees are willing and able to act on their sense of responsibility.

The guide outlines eight steps that contribute to a total safety culture, with strong management commitment and open communication being key requirements. The guide also outlines what is involved in a behaviour-based safety programme and provides useful tips on successfully implementing the programme.

## 2012 Survey of Chemical Usage in Irish Workplaces

The 2012 Survey of Chemical Usage in Irish Workplaces was conducted in follow up to a chemical usage survey carried out in 2007. The aim of the 2012 survey was to examine whether awareness of chemical legislation and management has increased over the past five years and, if so, to assess how this

knowledge has improved. The survey reveals that 66% of Irish SMEs are aware of the REACH Regulation and understand their role in the supply chain, with 68% indicating awareness of the CLP Regulation and the new pictograms and hazard statements on labels.



## Guide for Contractors and Project Supervisors - Carrying out Construction Work on Private Domestic Dwellings



The guide outlines new and additional duties on contractors and project supervisors under the new *Safety, Health and Welfare at Work (Construction) Regulations 2013*. The guide also includes a safety and health plan template for use on a domestic project. The template is designed to be completed by the PSDP on a preliminary basis and further developed by the PSCS for the construction stage.

## Guide for Homeowners - Getting Construction Work Done Safely

Under the *Safety, Health and Welfare at Work (Construction) Regulations 2013*, a client is a person for whom a construction project is carried out. This now includes a person having construction work carried out on their own home.

This guide tells homeowners what they need to know and do when having construction work carried out in their home. The duties of a client are outlined as well as the homeowner's responsibility to determine the competency of persons carrying out paid construction work in their home.



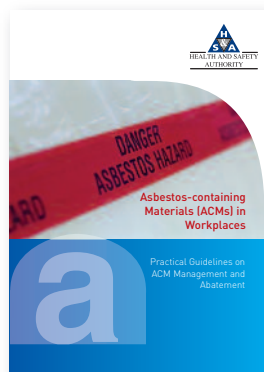
advice to employers and those in control of workplaces on the necessary precautions to prevent exposure to asbestos fibres or, where this is not reasonably practicable, to reduce exposure to asbestos fibres.

Although aimed at controlling exposure to asbestos in the workplace, the guidelines are very relevant to homeowners. Asbestos was used in various domestic construction materials, applications and appliances between the 1950s and 1990s. Such materials and appliances include thermal insulation, roofing materials, internal ceiling panels, floor products, water pipes and more.

The guide is comprehensive and divided into 18 sections and six appendices. It deals with the risks and health effects of asbestos, the law, management of ACMs, asbestos surveys, training, PPE, the role of the independent competent analyst, health surveillance, notification to the HSA and management and disposal of ACMs.

All listed publications from the Health and Safety Authority (HSA) are available to download from the HSA website: [www.hsa.ie](http://www.hsa.ie).

## Asbestos ACM Guidelines



These guidelines aim to prevent occupational illness from exposure to respirable asbestos fibres. The guidelines provide practical





## HSA Safety Alerts

### Chemical Safety Alert for Laundry Liquid Tablets/Capsules/Pods

Children who are exposed to the chemicals in 'laundry liquid tablets/capsules/pods' are at risk of injury. These capsules dissolve quickly when in contact with water, wet hands, or saliva. Already children have required hospitalisation for vomiting, drowsiness, throat swelling, and difficulty breathing following ingestion of the capsule contents. While eye contact with the contents from ruptured capsules has also resulted in medical treatment for severe irritation and ocular burns.

Consumers are strongly urged to always handle laundry capsules carefully and with dry hands. Parents and caregivers should lock away these 'laundry liquid tablets/capsules/pods' and like all cleaning products keep them away from children.

### Safety Notice Concerning Equestrian Helmets

German manufacturer Uvex have issued a safety notice concerning 'exxential (formerly uvision)', 'uvision elegance' or 'supersonic elegance' equestrian helmets. In May 2013, the Swedish consumer agency, Konsumentverket, tested 11 riding helmets from various

manufacturers and 10 helmets received complaints. One of these helmets is a Uvex helmet.

Due to this test result, Uvex have subjected their helmets to in-house testing and determined that some helmets do not conform to standards related to penetration resistance and/or shock absorption. In the case of an accident this may result in injuries. As a result, Uvex are asking consumers to return the helmet to the dealer where they purchased the helmet.

For further information on these alerts, visit the Health and Safety Authority website: [www.hsa.ie](http://www.hsa.ie).

## European Safety Week 2013



This year's European Safety Week takes place the week beginning October 21.

Every year more than 5,000 people lose their lives in the EU as a result of accidents in the workplace according to Eurostat. A great many of these lives could be saved and many thousands of other injuries prevented if risks were anticipated and sensible

safety measures implemented.

The 2012-13 'Working Together for Risk Prevention' campaign focuses on:

- managing risks,
- encouraging top managers to actively engage in risk reduction, and
- encouraging workers and their representatives to

work with managers to reduce risks.

For further information on European Safety Week and to download resources, visit the Health and Safety Authority website: [www.hsa.ie](http://www.hsa.ie) and the designated campaign website: [www.healthy-workplaces.eu/en/](http://www.healthy-workplaces.eu/en/)

## One Stop Shop For Your Business

A FREE unique event, designed to help small and start-up businesses understand and benefit from the services provided by State offices and agencies, will take place in Dublin Castle on 22 October.



Coordinated by 'Taking Care of Business', a service initiative of the Health and Safety Authority (HSA), the event will include short presentations and opportunities for delegates to get information from nineteen State offices and agencies. A number of small business representative bodies will also be in attendance.

The FREE event will take place at the Printworks Conference Centre, Dublin Castle on Tuesday 22 October 2013 from 08:30 hrs to 14:30 hrs. For further information or to book a place at the event, please visit the HSA website: [www.hsa.ie](http://www.hsa.ie).



# Construction Regulations

Following the series of NISO seminars on the new construction regulations 2013, Brian O'Connor, health and safety specialist at NISO, summarises and clarifies the new regulations.

The *Safety, Health and Welfare at Work (Construction) Regulations 2013* came into effect on 1 August. The new regulations replace and revoke the *Safety, Health and Welfare at Work (Construction) Regulations 2006* and subsequent amendment regulations.

The major change effected by the new regulations is the inclusion of domestic homes. Under the 2013 regulations, a client is a person for whom a construction project is carried out, which now includes a person having construction work carried out on their own home. This means that a homeowner must fulfill the role of the client, which includes:

- appointing competent persons to carry out the construction work,
- appointing project supervisors for the design process and for the construction stage where necessary,
- keeping a safety file, and
- sending notification of the works to the Health and Safety Authority where necessary.

## Domestic clients

Clients on domestic dwelling projects do not have to supply a health and safety plan to a person being considered or tendering for the role of project supervisor for the construction stage.

The new regulations take into account that all homeowners may not be fully aware of their duties as

clients. As a result, in the case of domestic type projects, there are duties on designers and contractors to inform the client of their duties.

Project supervisors, designers or contractors appointed in relation to construction work on a domestic dwelling (not in the furtherance of a business, trade or undertaking) must also demonstrate to the client that they are competent and have allocated or will allocate adequate resources to enable them to perform their duties safely and can manage the risks to their employees and to the homeowner and their family.

## Project supervisors

Criteria exempting the appointment of project supervisors have been expanded for clients. In the new regulations, the appointment of project supervisors does not apply unless the construction work:

- (a) involves a particular risk,
- (b) involves more than one contractor, or
- (c) is planned to last longer than 30 working days or the volume of work is scheduled to exceed 500 person days.

Previous to the new regulations, the above exemptions only applied to routine maintenance, cleaning, decoration and repair within or to a structure.

## Administration burden

The new regulations have also reduced the

administration burden in areas of record keeping and provision of relevant sections of contractors safety statement. Previously in the construction regulations 2006, a contractor had to provide the project supervisor with any information, including a copy of the safety statement, which is likely to affect the safety, health or welfare of any person at work on the construction site. Now, under the new regulations, contractors need only provide site specific information, including any relevant extract from their safety statement.

There are also modifications in terms of record keeping for project supervisors. While the project supervisor design process (PSDP) must still keep the safety and health plan available for inspection by an inspector for the duration of the project, the requirement to keep it for a period of five years after its preparation has been dropped. Similar to the PSDP, the requirement on the project supervisor construction stage to keep



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

records for five years after preparation has also been dropped.

The *Safety, Health and Welfare at Work (Construction) Regulations 2013* can be downloaded from the Health and Safety Authority (HSA) website: [www.hsa.ie](http://www.hsa.ie).

The HSA have also published guidance documents for homeowners, contractors and project supervisors. The *Guide for Homeowners – Getting Construction Work Done Safely* and *Guide for Contractors and Project Supervisors – Carrying out Construction Work on Private Domestic Dwellings* can be downloaded from the HSA website: [www.hsa.ie](http://www.hsa.ie).

## Seminar: NEW Construction Regulations 2013

**Sligo on 22 October, 14:00hrs – 16:30hrs.**  
Venue: Radisson Blu Hotel

**Dublin on 24 October, 14:00hrs – 16:30hrs.**  
Venue: Red Cow Moran Hotel

Information and bookings at [www.niso.ie](http://www.niso.ie)



# Safety Award Winners 2013

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.



**GE Healthcare 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 - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Neil O'Carroll, Phillips 66 Whitegate Refinery Ltd.; Aileen Hartigan, EHS specialist, GE Healthcare; Pauric Corrigan, NISO president*

**Cold Chon Galway Ltd (Chemoran) winner of the Gold Award.**



*L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Liam Henry, director, Cold Chon Galway Ltd (Chemoran); Pauric Corrigan, NISO president*

**Helsinn Birex Pharmaceuticals winner of the Silver Award.**



*L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Tomás Hopkins, EHS manager, Helsinn Birex Pharmaceuticals; Pauric Corrigan, NISO president*



## Road Maintenance Services Ltd. winner of the Bronze Award.



L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Tom Walsh, director, Road Maintenance Services Ltd.; Pauric Corrigan, NISO president

## Deirdre Rooney, Bristol-Myers Squibb Cruiserath, winner of the NISO Safety Representative of the Year Award 2013 in association with Nifast.



L to R - Pauric Corrigan, NISO president; Deirdre Rooney, Bristol-Myers Squibb Cruiserath; Priscilla Woods, NISO chairperson; Lucinda Creighton, T.D.; Conor Loughran, Nifast

## North Tipperary Fire & Rescue Service, winner of the President's Award New Entrant.



L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Ger Darcy, Mayor of North Tipperary; Pauric Corrigan, NISO president

## Rose Construction Ltd., winner of the NISO Small / Sub Contractor Safety Innovation Award 2013 in association with Construction Safety Partnership.



L to R - Pauric Corrigan, NISO president; Simon Reddy, director, Rose Construction Ltd.; Priscilla Woods, NISO chairperson; Lucinda Creighton, T.D.; Dermot Carey, Construction Safety Partnership

## Abbott Ireland Diagnostics Division Sligo, winner of the President's Award Large Size Organisation.



L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Aoife Conway, EHS manager, Abbott Ireland Diagnostics Division Sligo; Pauric Corrigan, NISO president

## Sierra Support Services Group, winner of the President's Award Construction.



L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Willie Ryan, SHEQ director, Sierra Support Services Group; Pauric Corrigan, NISO president

## TLI Group, winner of the President's Award Medium Size Organisation.



L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Brendan O'Driscoll, EHS manager, TLI Group.; Pauric Corrigan, NISO president

## Cold Chon (Galway) Ltd., Sligo winner of the President's Award Small Size Organisation.



L to R - Lucinda Creighton, T.D.; Priscilla Woods, NISO chairperson; Paul McGoldrick, operations manager, Cold Chon (Galway) Ltd., Sligo; Pauric Corrigan, NISO president

## FEATURE - SAFETY AWARD WINNERS 2013

Organisation	Award	High Achiever
GE Healthcare	Supreme Award	✓
Cold Chon (Galway) Ltd. (Chemoran)	Gold Award	✓
Helsinn Birex Pharmaceuticals	Silver Award	✓
Road Maintenance Services Ltd.	Bronze Award	
Pfizer, Little Island	President's Award Chemical / Pharmaceutical	
Sierra Support Services Group	President's Award Construction	✓
Abbott Ireland Diagnostics Division Sligo	President's Award Large Size Organisation	✓
TLI Group	President's Award Medium Size Organisation	
Cold Chon (Galway) Ltd., Sligo	President's Award Small Size Organisation	
North Tipperary Fire & Rescue Service	President's Award New Entrant	
MSD Brinny	Platinum Award	
Masonite Ireland	Platinum Award	
Medtronic	Medical Devices Award	
Diageo Baileys Global Supply, Dublin	Food / Drink Award	
Sky Handling Partner Ltd.	Transport / Distribution / Storage Award	
PWA International	Mechanical Engineering / Assembly Award	
Xerox Technology	Manufacturing Award	✓
Bon Secours Hospital Galway	Medical Services Award (Joint)	
Bon Secours Hospital Cork	Medical Services Award (Joint)	
Schrader Electronics Ltd.	Electronic / Electrical Manufacturing / Assembly Award	
EirGrid Group	Utilities Provider Award	
Dalkia Ireland	Facilities Management and Services Award	
RehabCare	Voluntary, Social and Community Award	
Clare Local Authorities	Local Authority Award	
Commission for Communications Regulation (ComReg)	Public Service Award	

Organisation	Award	High Achiever
K Leisure	Sport / Leisure Award	
Univar Ireland Ltd.	Chemical / Pharmaceutical: Speciality Chemicals Award	
Bristol-Myers Squibb Cruiserath	Chemical / Pharmaceutical: Pharmaceuticals [APIs] Award	
Allergan Pharmaceutical	Chemical / Pharmaceutical: Pharmaceuticals [Fill Finish] Award	✓
Veolia Water Ireland	Construction: Utility Services Award	
John Graham Construction Ltd.	Construction: Industrial / Commercial Award	
PM Group	Construction: Consulting Engineers Award	✓
Intel FAB 14 Conversion Project Team	Construction: Building Services Award	
Roadbridge	Construction: Civil Engineering Award	✓
Northstone Materials	Construction: Quarrying/Concrete Product Manufacturing Award	✓
Designer Group Engineering Contractors	High Achiever & Distinction	✓
Lagan Construction Ltd.	Overall Regional/ Northern Ireland Award	
H&J Martin Ltd.	Northern Ireland Award	
Lake Region Medical Limited	Regional Award (South East)	
Kirby Group Engineering Ltd.	Regional Award (Mid West)	
Kilcawley Construction	Regional Award (North West)	
Alkermes Pharma Ireland Ltd.	Regional Award (Midlands)	
Cork City Council	Regional Award (South)	
Walsh Mechanical Engineering Limited	Regional Award (West)	
Obelisk Group	Regional Award (North East)	
GMC Utilities Group Ltd.	Regional Award (East)	
Boston Scientific Galway	Best New Entry: Large Size Organisation Award	
Flynn Management & Contractors	Best New Entry: Medium Size Organisation Award	
Rockmount Vehicle Maintenance Ltd.	Best New Entry: Small Sized Organisation Award	



Organisation	Award	High Achiever
BAM Building Ltd.	Distinction	
Shannon Foynes Port Company	Distinction	
Fingal County Council	Distinction	
St Joseph's Private Hospital Sligo	Distinction	
BAM Civil Ltd.	Distinction	
John Paul Construction	Distinction	
L & M Keating Ltd.	Distinction	
Serco Services Ireland	Distinction	
Mardyke Arena, UCC	Distinction	
O'Connor Sutton Cronin	Distinction	
KTL	Distinction	
AbbVie Sligo	Distinction	
Coffey Water Ltd.	Distinction	
Mercury Engineering	Distinction	
Aurivo Co-operative Society Limited	Distinction	
Acacia Facilities Management Ltd.	Distinction	
John Sisk & Son (Holdings) Ltd.	Distinction	
Jones Engineering Group	Distinction	
Irwin Electrical Services Ltd.	Distinction	
Winthrop Engineering Ltd.	Distinction	
Central Bank of Ireland	Distinction	
Galway County Council	Distinction	
L. Lynch & Co Ltd.	Distinction	
EMR Integrated Solutions	Distinction	
Belfast Health and Social Care Trust	Distinction	
William & Henry Alexander (Civil Engineering) Limited	Distinction	
Secto Services Ltd.	Distinction	
Covidien	Distinction	
Diageo Baileys Global Supply, Mallusk	Distinction	
Lake Region Medical International Research and Development Centre	Distinction	
Merit Medical Ireland Ltd.	Distinction	
Montupet (UK) Ltd.	Distinction	
Bon Secours Hospital Dublin	Highly Commended	
ARAMARK Food Services	Highly Commended	

Organisation	Award	High Achiever
Monaghan Mushrooms	Highly Commended	
ISS Facility Services	Highly Commended	
JCDcaux Ireland	Highly Commended	
Adman Civil Projects Ltd.	Highly Commended	
Walls Construction Ltd.	Highly Commended	
Denis Moriarty The Kerries Ltd.	Highly Commended	
Cagney Contract Cleaning	Highly Commended	
Dornan Engineering Ltd.	Highly Commended	
King & Moffatt Group	Highly Commended	
Element Six Ltd.	Highly Commended	
Richard Nolan Civil Engineering Ltd.	Highly Commended	
P & D Lydon	Highly Commended	
M J Conroy Construction	Highly Commended	
Dairygold Quality Feeds	Highly Commended	
Commscope EMEA Ltd.	Highly Commended	
Roankabin Manufacturing Ltd.	Highly Commended	
Skyline Scaffolding Ltd.	Highly Commended	
MSL Engineering Ltd.	Highly Commended	
Irish Bulk Liquid Storage Ltd.	Highly Commended	
Honeywell Transportation Ireland Limited	Highly Commended	
Mythen Construction Ltd.	Highly Commended	
Towercom Ltd.	Commended	
Office Depot	Commended	
Hertel Ireland Ltd.	Commended	
KN Network Services	Commended	
Griffin Bros Contracting Ltd.	Commended	
John Cradock Ltd.	Commended	
LloydsPharmacy	Commended	
Maveric Contractors	Commended	
Morrison Mainline Ltd.	Commended	
SF	Recognition	
Elga Process Water	Recognition	

*Awards allocated within categories are in random order*



## Helen Hourihane of the HSA 'Taking Care of Business' team, writes on the thousands of businesses that are benefiting from BeSMART.ie

BeSMART.ie has put health and safety management at everyone's fingertips. This easy to use online risk assessment and safety statement tool is benefiting thousands of employers and employees since its development and launch in 2011 as part of the Health and Safety Authority's (HSA) 'Taking Care of Business' initiative. More than 15,000 businesses have used BeSMART.ie to generate a safety statement and many more have visited the site as a source of health and safety information.

Risk assessment, the foundation of any effective

health and safety management system, is the core element of BeSMART.ie. The information provided on the website, while extensive, is practical and written in plain language and is available 24 hours a day and completely free of charge. BeSMART.ie saves businesses valuable time as the hard work has already been done, allowing the user to access and apply the information immediately. With the number of business types covered continuing to increase (there will be over 200 by the end of 2013) and the reduced potential for accidents and lower costs for businesses, the rate at which

BeSMART.ie has grown is not surprising.

### Small Businesses

The numbers using BeSMART.ie suggest that more small businesses are engaging and complying than ever before. It remains to be seen if reduced workplace accidents and incidents will be achieved but the overwhelming positive feedback received would suggest that employers and employees are already benefiting. Increased awareness and better standards will lead to improved staff morale and motivation and reduced costs associated with accidents

and absenteeism. Even in these difficult times, it is a win:win for everyone and leads us closer to our aim for safer and healthier workplaces for all.

Queries on BeSMART.ie, the 'Taking Care of Business' initiative, or any workplace health and safety related matter, should be directed to the HSA's contact centre at 1890 289 389 or visit: [www.BeSMART.ie](http://www.BeSMART.ie)



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## Joanne Harmon, education manager with the Health and Safety Authority, writes about the second healthcare competition aimed at nursing and midwifery students



Joanne Harmon, education manager, HSA

The Health and Safety Authority (HSA) has announced details of its second 'Occupational Safety and Health in Healthcare' competition aimed at third and fourth year nursing and midwifery undergraduates. The aim of the competition is to provide an environment where undergraduate nursing students can collaborate and work together to enhance, develop and embed their knowledge and understanding of

occupational health and safety in a healthcare setting. This year, the competition has been extended to include midwifery and all fields of nursing.

Undergraduate nursing and midwifery degree programmes have been in place since 2002 for nursing (general, psychiatric and intellectual disability nursing) and 2006 for midwifery and integrated children and general

programmes. Thirteen higher education institutes deliver 44 undergraduate degree programmes in partnership with 57 main healthcare agencies. This presents a significant opportunity to influence the nursing curriculum around safety and health learning outcomes.

### The brief

The healthcare competition uses problem-based learning to address key learning



outcomes around occupational health and safety. The brief is built around a scenario in which student teams of three members must work together to come up with solutions to the challenges posed in a realistic clinical setting. Teams will make a written submission to the HSA and following that, finalist teams will be short-listed and invited to make a short presentation and interview before a judging panel. This year's brief focuses on health and safety management systems in clinical settings.

In the inaugural competition held during the 2012-2013 academic year, teams of students from Athlone IT battled it out to win first and second place, with a team from Dundalk IT taking third place. The three top teams received certificates for their achievement and won

iPADs and cash prizes as an added incentive. All teams received feedback on their submissions, in order to enhance the learning experience for both student and lecturers.

The Authority's focus on nursing undergraduates stems from the fact that the Healthcare sector is one of the largest employers in Ireland, employing 13% of our workforce (about 240,000 people). Nurses are the main occupational group in this sector. Furthermore, the healthcare sector reports a significantly high number of work-related accidents and incidents to the HSA. The highest number of reported incidents year on year are related to manual handling work activities (including patient-handling) followed by slips, trips and falls and work-related violence and aggression.

While the nursing and midwifery role has changed significantly over recent years, higher education is responding to this changed role and training future nurses in line with healthcare priorities and service delivery in order to enhance the quality of care and outcomes for patients. Occupational safety and health must also be prioritised in the learning outcomes set out for undergraduate nurses in curriculum.

#### **Patient-centred approach**

In caring professions, the focus is on a patient-centred approach; in doing so it is important to ensure that the health and safety of staff is not overlooked. Occupational safety and health must be managed in clinical settings in order to ensure that nurses can continue to work in a safe environment. There are legal

obligations on employers and employees in this regard. A safe working environment facilitates nursing professionals to provide optimum care and benefits both patient and carer.

In the 2013-2014 'Occupational Safety and Health in Healthcare' competition, teams from all institutions of higher education running nursing programmes will take part. Information on the competition brief and entry deadlines can be viewed on the HSA website: [www.hsa.ie/eng/Education/Healthcare\\_Competition\\_2013-2014/](http://www.hsa.ie/eng/Education/Healthcare_Competition_2013-2014/)

Final team interviews will be held at a Dublin venue in January 2014 and winners will be announced that day.



# REACH: Securing Your Supply Chain

From June 2007, REACH impacted all industrial and business sectors in Ireland. The REACH regulations are European regulations aimed at controlling and organising the manufacturing and distribution of harmful substances.

Initially the focus of REACH was those who manufacture and import chemicals and substances in order that they can be registered and evaluated. For most employers the impact was therefore relatively small, outside of ensuring that their suppliers had registered the substances they use.

## Authorisation

However, REACH is now at the authorisation stage and with that comes a number of important deadlines. From 2013, components you use in operations and manufacturing could be affected by REACH regulations to the point where they may no longer be available. In short, it is likely that availability, price and technical characteristics of some of your components and even critical components

will change significantly in the short and long term.

In June 2013, IBEC published *REACH: Securing Your Supply Chain*, a guide which will help employers evaluate the extent that the authorisation issue may affect their business and to take steps to ensure that they secure their supply chain and operations as authorisation is rolled out.

Substances that are carcinogenic, mutagenic or harmful to reproduction, persistent, bioaccumulative, very persistent and very bioaccumulative will have to be authorised for use. Industries such as the automotive, electronic, computer, furniture, white goods, etc. will probably find several components impacted by the

authorisation process under REACH and may find supply chain restrictions in the very near future. Previously the regulations may have been considered exclusive to the field of health and safety and the chemical and pharmaceutical industry, however, that impact has shifted to directly affecting operations, manufacturing and procurement.

## ECHA

Currently, the European Chemicals Agency (ECHA) has a candidate list of over 130 substances that may, at some point, require employers to seek specific authorisation to use them. If authorisation for use is not granted by a set deadline, then that substance cannot be used for that process.

This presents a major issue for all employers and not just those in the chemical or pharmaceutical industry. More importantly, it will impact the availability, cost and technical characteristics of both substances and articles used in the manufacturing of components and will impact all businesses in the supply chain.

## Register

Even if the identified substance is used in small quantities as part of a specific process to



Carl Anders, health and safety executive, IBEC

manufacture a component that is then purchased and assembled into a larger product, if that substance has not been registered for that use and if there is no alternative substance, then employers will no longer be able to buy that component. If that component is business critical, then this presents a significant business continuity issue.

The recently published guide, *REACH: Securing Your Supply Chain*, contains a step-by-step guide detailing how you can secure your supply chain against the likely impact of these regulations. The guide also includes a list of substances on the authorisation list and their symptomatic uses, which shall aid the reader in determining if their business and its practices are affected by these regulations. *REACH: Securing Your Supply Chain* can be downloaded from the IBEC website: [www.ibec.ie](http://www.ibec.ie).



# A Good All Rounder

Have you heard the saying “he or she is a good ‘all-rounder’?” Well, maybe as occupational safety and health (OSH) practitioners, we should all take a long, hard look in the mirror and you will see that description fits each and every one of us to a tee.

I mentioned in my last article that with over 1,700 Institution of Occupational Safety and Health (IOSH) professionals in Ireland, we should all be commended and valued for the work we do each day. After all, we are all part of a bigger global family whose vision is a ‘world of work which is safe, healthy and sustainable’.

Over the years at countless IOSH networking events, I have discussed with many IOSH members the job we all do. In the vast majority of these conversations I have seen a common denominator: we have many ‘hats’ to wear – from, for example, trusted adviser to the chief executive officer,

to the counsellor in the canteen.

We need to have a diverse range of skills to deal with the issues our line of work throws at us. It is probably something we all take for granted, but perhaps we should reflect on the dedication it takes to hold these skills.

## Culture

We need to work with the culture of an organisation and, in some instances, we must influence and shape how that establishment thinks about the importance of safety. In addition, as individuals, we must go all-out to better ourselves, by completing our ongoing continual professional

development and adding to the skill-set we keep primed to use when the situation arises.

At times I have become conscious that this adds to our daily workload, but I do think it is very important that when we look in the mirror we see a self-possessed ‘all-rounder’ staring back. Remember that we are part of a considerable network of OSH practitioners, not only worldwide, but also within Ireland where there are many extremely active IOSH committees organising events.

Consequently, we ought to all try and attend some of the approaching IOSH



*Michelle Peate-Morgan, chair, IOSH Ireland*

events this year and next. These events are all available to view at the IOSH website: [www.iosh.ie](http://www.iosh.ie). They are a fantastic opportunity to interact with our colleagues. Furthermore, we might all find we are able to take our many ‘hats’ off, unwind and share some common ground. Now that can’t be bad, can it?



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**For further information, please contact  
Ted O’Keeffe [tokeeffe@niso.ie](mailto:tokeeffe@niso.ie)  
or phone 01 465 9760**

# Help on consultants, bullying and workstation assessments

Brian O'Connor answers members' queries.

## QUESTION 1

I am the manager of a small business and need our safety statement updated. We do not have the resources available to employ a full-time health and safety officer, so we tend to contract out any health and safety work that needs to be carried out. My question is how can I make sure that I am bringing in a qualified and suitable person to carry out this work?

## ANSWER 1

When appointing a consultant to carry out work, you must ensure that the person you are appointing is competent to carry out the task. As per the *Safety Health and Welfare at Work Act 2005*, 'a person is deemed to be a competent person where, having regard to the task he or she is required to perform and taking account of the size or hazards (or both of them) of the undertaking or establishment in which he or she undertakes work, the person possesses sufficient training, experience and knowledge appropriate to the nature of the work to be undertaken'.

The key words outlined above are training, experience and knowledge. It is vital that all three components are accounted for when deeming that someone is competent to carry out a certain task. Useful criteria to look for when examining the competency of a person are:

- The curriculum vitae (CV) of the person providing the service; from the CV you should judge if this person has experience of carrying out such work in your industry.
- References and contact details of organisations where this person has carried out such work previously.
- Proof of qualifications.
- Professional membership of a body related to their occupation.

It is also a good idea to ask for a portfolio/ example of past work this person has carried out. An interview or a short meeting with this person may also give you an idea of how competent they are.

The above is non-exhaustive and may be altered as you wish.

It is also possible to create your own risk assessments and safety statement with the use of the Health and Safety Authority's (HSA) BeSMART.ie. This easy to use application reduces the chances of an accident in the workplace and saves small business owners/managers time and money. To use this application, visit the BeSMART.ie website: [www.besmart.ie](http://www.besmart.ie).

## QUESTION 2

Is it a statutory requirement to have a policy for bullying

in the workplace contained within a safety statement?

## ANSWER 2

The *Safety, Health and Welfare at Work Act 2005* requires that an employer must manage and conduct work activities in such a way as to prevent, so far as is reasonably practicable, any improper conduct or behaviour likely to put the safety, health or welfare at work of his or her employees at risk. Therefore, employers must assess the working environment for systems and practices that lead to health and safety hazards, including bullying, and put in place preventive measures.

Employees also have duties to behave and conduct themselves so as to respect the right of employers and other employees to dignity, courtesy and respect at work and the right not to be placed at risk as regards to their safety, health and welfare from bullying at work.

In terms of a need to include a policy for bullying in the safety statement; prevention is the best way to avoid the risk of bullying at work. Although it is not a requirement to include the policy until bullying is identified as a hazard, it is good practice to include the policy from the outset. An anti-bullying policy is management's commitment to preventing bullying behaviour in the workplace and also outlines



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

the procedures to be followed if and when bullying issues arise.

For further information on work related bullying, please view the *Code of Practice for Employers and Employees on the Prevention and Resolution of Bullying at Work*. This document is available from the Health and Safety Authority (HSA) website: [www.hsa.ie](http://www.hsa.ie).

## QUESTION 3

The majority of the work in our office is carried out in front of a computer screen. Can you please tell me if (a) a risk assessment of each workstation must be carried out, and, (b) it is sufficient to provide employees with a checklist so they can carry out an assessment of their own workstation?

## ANSWER 3

(a) An employer must carry out an analysis of the employee's workstation if the



employee:

- (i) has no choice but to use the visual display unit (VDU) to carry out his/her work,
- (ii) normally uses the VDU for continuous periods of more than one hour, or,
- (iii) generally uses the VDU on a daily basis.

This analysis must be documented and must be carried out by a competent person. The analysis must take account of schedule 4 to the General Application Regulations 2007 and includes requirements on equipment, environment and employee/computer interface.

Employees who are entitled to an analysis of their workstation as above, must

also:

- be trained in the use of their workstation and be given information about health and safety factors,
- have periodic breaks or changes of routine, away from VDUs,
- be informed by their employer that they are entitled to an appropriate eye and eyesight test (or may opt for either) before working with VDUs and at regular intervals; if at any time working with VDUs an employee experiences visual difficulties he or she has a similar entitlement.

If, as a result of the eye test, the employee requires particular lenses for VDU work then the costs of minimum requirement

frames and lenses must be borne by the employer. However, if the employee already wears glasses to correct a visual defect and these glasses are adequate also for VDU work then the employer is not liable as regards meeting the cost.

(b) A checklist may be used to give the person carrying out the analysis an initial idea of the risks involved with each workstation. However, a checklist is not sufficient to allow employees complete a physical analysis of their own workstation.

This analysis must be completed by a competent person. A person is deemed to be competent if he / she possesses sufficient training, experience and knowledge

appropriate to the nature of the work to be undertaken. A copy of the completed analysis should be given to the employee for their records and for further follow up where required. This is to ensure that all outstanding actions are addressed.

For further information on workstation risk assessments, please view the *Guide to the General Application Regulations 2007, Chapter 5 of Part 2: Display Screen Equipment*. This document can be downloaded from the Health and Safety Authority (HSA) website: [www.hsa.ie](http://www.hsa.ie).

*Brian O'Connor BSc OSH, MSc EHS*



# National Irish Safety Organisation Events Diary



Celebrating  
**50**  
years

Please keep an eye on our website: [www.niso.ie](http://www.niso.ie) for forthcoming courses in 2013/2014

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

### Safe Pass Course

(Course Length: 1 day)  
25 October / 8 November / 22  
November

### Manual Handling Instructor and Assessor Course, 6N0233, FETAC Level 6

(Course Length: 3 days)  
4, 5, 6 & 11, 12 November

### Basic Manual Handling Course

(Course Length: Half day)  
13 November

### Health and Safety Representation Course, L22487, FETAC Level 5

(Course Length: 3 days)  
18, 19, 20 November

### VDU/DSE Assessors Course

(Course Length: 1 day)  
3 December

## 2. Courses and events in the regions

### EAST REGION

#### Seminar: NEW Construction Regulations 2013

Venue: Red Cow Moran Hotel, Dublin  
Date: 24 October, 14:00hrs – 16:30hrs  
Further information: [www.niso.ie](http://www.niso.ie)

#### Annual General Meeting

Date: 5 December

#### Safety Quiz

Date: 27 February 2014, beginning at  
20:00hrs

### MIDLAND REGION

#### Annual General Meeting followed by a Briefing of a Topical Issue

Date: 19 November, 19:30hrs –  
20:00hrs  
Venue: Cregan Court Hotel, Athlone

#### Course: NISO Introduction to Occupational Safety and Health

Venue: Athlone Institute of  
Technology  
(Course Length: 13 weeks, Mondays  
for 2 hours)  
Commencing: February 2014  
Contact: [midland@niso.ie](mailto:midland@niso.ie)

#### Safety Quiz

Date: 12 March 2014, beginning at  
20:00hrs  
Venue: Bridge House Hotel, Tullamore

### MIDWEST REGION

#### Annual General Meeting

Date: 27 November

#### Course: NISO Introduction to Occupational Safety and Health

Venue: Limerick Institute of  
Technology  
(Course Length: 13 weeks, Mondays  
for 2 hours)  
Commencing: February 2014  
Contact: [midwest@niso.ie](mailto:midwest@niso.ie) or  
[www.lit.ie/LifelongLearning/Courses](http://www.lit.ie/LifelongLearning/Courses)

#### Safety Quiz

Date: 20 March 2014, beginning at  
20:00hrs  
Venue: Greenhills Hotel

### NORTHWEST REGION

#### Seminar: NEW Construction Regulations 2013

Venue: Radisson Blu Hotel, Sligo.  
Date: 22 October  
Further information: [www.niso.ie](http://www.niso.ie)

#### Safety Quiz

Date: 13 March 2014, beginning at  
20:00hrs  
Venue: Southern Hotel, Sligo

### SOUTH REGION

#### Annual General Meeting

Date: 28 November

### WEST REGION

#### Annual General Meeting

Date: 2 December

#### Safety Quiz

Date: 6 February 2014, beginning at  
20:00hrs

## 3. National Events

#### NISO Annual General Meeting

12 April 2014

#### All Ireland Safety Knowledge Table Quiz Final

12 April 2014



Celebrating  
**50**  
years

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